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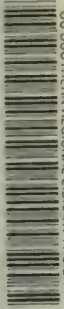
PARLIAMENT

LEGISLATIVE COUNCIL

SELECT COMMITTEE ON
RAILWAY STAFF SALARIES

REPORT

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CAPE OF GOOD HOPE.

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REPORT

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OF THE

SELECT COMMITTEE

ON

RAILWAY STAFF SALARIES.

Printed by Order of the Legislative Council.

AUGUST, 1903.

CAPE TOWN :

"CAPE TIMES LIMITED," KEEROM STREET.

1903.

C. 3—1903.—RAILWAY STAFF SALARIES.

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CAPE TOWN :

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C. 3—1903.—RAILWAY STAFF SALARIES.

ORDERS APPOINTING COMMITTEE.

29th July, 1903.

ORDERED: That the correspondence and papers between the General Manager of Railways and salaried staff, relating to the interview with the Commissioner of Public Works on 13th June last, laid upon the Table of this House on the 28th Instant, be referred to a Select Committee for enquiry and report; such Committee to consist of Mr. Ross, Sir Henry Stockenstrom, Messrs. de Smidt, Maasdorp, Garlick, Logan, and Mover.

30th July, 1903.

ORDERED: That leave be given to the Select Committee on Salaries of the Railway Staff to examine witnesses and call for papers.

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REPORT

OF THE

SELECT COMMITTEE, appointed by Order of the Legislative Council, dated the 29th July, 1903, to consider the Correspondence and Papers between the General Manager of Railways and Salaried Staff, relating to the interview with the Commissioner of Public Works, on the 13th June last, laid on the Table of the House on the 28th July, 1903, and to consist of Messrs. ROSS, SIR HENRY STOCKENSTROM, DE SMIDT, MAASDORP. GARLICK and LOGAN.

Your Committee have gone through the papers referred to them, and have taken evidence on the question of Salaries of the Cape Government Railway Staff, and have to report that they were more than surprised to learn that the salaries of Railway Officers are absolutely inadequate to the work and responsibility of their respective duties, without even taking into consideration their length of service, and the high cost of living in this country.

The evidence before the Committee clearly shows that in Great Britain, Europe, America, Canada and other Colonies, officers holding positions of much less importance are receiving anything from two to five times the salaries that are being paid here.

Your Committee further find that as a rule Business Houses, Companies, and also the Railways in our neighbouring Colonies pay much higher salaries, thus taking from us some of our best men, and so making the efficient and safe working of our Railways not only one of extreme difficulty, but also—as has been recently shown—of great danger to the travelling public.

Your Committee therefore most strongly recommend that Government take into serious consideration the question of placing their very hard worked and underpaid Railway Officials on a basis somewhat approaching the salaries paid by Companies and others in Great Britain, Europe and other parts of the civilized world.

J. D. LOGAN,
Chairman.

Legislative Council
Committee Room,
August, 1903.

RAPPORT

VAN HET

SELECT COMITE aangesteld op last van den Wetgevenden Raad, den 29sten Juli, 1903, om in overweging te nemen de correspondentie en papieren gewisseld tusschen den Algemeenen Bestuurder van Spoorwegen en de Gesalaliëerde Staf, betrekking hebbende op het onderhoud met den Commissaris van Publieke Werken, op 13 Juni, laatstleden en op de tafel van dit Huis gelegd den 28sten Juli, 1903, en te bestaan uit de heeren ROSS, SIR HENRY STOCKENSTROM, DE SMIDT, MAASDORP, GARLICK en LOGAN.

Uw Comité heeft de papieren, naar haar verwezen, onderzocht en getuigenis ingewonnen in zake de salarissen van de Staf op de Kaapsche Gouvernements Spoorwegen en heeft te rapporteeren, dat zij meer dan verbaasd was, te vinden, dat de salarissen van de spoorwegbeambten geheel en al ontoereikend zijn voor het werk en de verantwoordelijkheid van hunne respectieve plichten, zonder eens in aanmerking te nemen den duur van hun dienst en de hooge prijzen voor levensbehoeften in dit land.

De getuigenis voor de Comité wijst duidelijk aan, dat in Groot Brittanje, Europa, Amerika, Canada en de andere Koloniën, beambten, die posten bekleeden van veel minder gewicht, twee tot vijfmaal de salarissen ontvangen, die hier uitbetaald worden.

Verder vindt uw Comité dat in den regel, handels huizen, maatschappijen en ook de spoorweg departementen in onze naburige Kolonies, veel hooger salarissen betalen, daardoor onze beste mannen van ons nemende en alzoo de doeltref-

fende en veilige werking van onze spoorwegen niet alleen uiterst moeielijk maakt, zooals onlangs bewezen is. maar ook gevaarlijk voor het reizend publiek.

Uw Comité beveelt derhalve ten sterkste aan. dat het Gouvernement in ernstige overweging neme, het vraagstuk van zijn hard ingespannen en te weinig betaalde spoorweg Beambten op een basis van belooning te stellen, die eenigszins de salarissen nabijkomen, betaald door maatschappijen en andere in Groot Brittanje. Europa en andere deelen van de beschaafde wereld.

JAMES D. LOGAN,
Voorzitter.

PROCEEDINGS OF THE SELECT COMMITTEE, appointed by Order of the Legislative Council, dated the 29th July, 1903, to enquire into and report on the Correspondence and Papers between the General Manager of Railways and Salaried Staff, relating to the Interview with the Commissioner of Public Works on 13th June last, laid upon the Table of this House on the 28th Instant, the Committee to consist of Messrs. Ross.

Q. 176. 3rd line. £15 and £20 should be £10, £20,
and £25.

Q. 197. "Ex" should be "the."

Q. 238. 2nd line. £20 should be £10.

Q. 240. 3rd line. £210 should be £202.

The Committee adjourned until Monday, the 3rd August.

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Uw Comité beveelt derhalve ten sterkste aan, dat het Gouvernement in ernstige overweging neme, het vraagstuk van zijn hard ingespannen en te weinig betaalde spoorweg Beambten op een basis van belooning te stellen, die eenigszins de salarissen nabijkomen, betaald door maatschappijen en *Compagnies* *Chemins de Fer* en andere

PROCEEDINGS OF COMMITTEE.

PROCEEDINGS OF THE SELECT COMMITTEE, appointed by Order of the Legislative Council, dated the 29th July, 1903, to enquire into and report on the Correspondence and Papers between the General Manager of Railways and Salaried Staff, relating to the Interview with the Commissioner of Public Works on 13th June last, laid upon the Table of this House on the 28th Instant, the Committee to consist of Messrs. ROSS, SIR HENRY STOCKENSTROM, DE SMIDT, MAASDORP, GARLICK and LOGAN, with power to take evidence and call for papers.

Thursday, 30th July, 1903.

PRESENT :

Mr. Logan.
Mr. Ross.

| Sir H. Stockenstrom.
Mr. de Smidt.

The Clerk read Order of Council, dated the 29th July, 1903, appointing Committee.

Resolved : That Mr. Logan be Chairman of this Committee.

The Clerk laid upon the Table Copies of Correspondence and Papers between General Manager of Railways and the Salaried Staff relating to the Interview with the Commissioner of Public Works on the 13th June, and laid on the Table of the Council on the 28th July, 1903.

The Chairman was instructed to obtain the leave of the Council to take evidence and call for papers.

Resolved : That in the event of leave to take evidence being granted, the following be summoned to give evidence,—The General Manager of Railways, the Assistant General Manager, the Chief Accountant of Railways, the Traffic Manager.

The Committee adjourned until Monday, the 3rd August.

PROCEEDINGS OF COMMITTEE.

Monday, 3rd August, 1903.

PRESENT :

MR. LOGAN (Chairman).

Mr. Ross.	|	Sir H. Stockenstrom.
Mr. Garlick.	|	Mr. de Smidt.

The Minutes of previous meeting read and confirmed.

The Clerk read :

The Order of Council, dated 30th July, 1903, granting leave to the Committee to take evidence and call for Papers.

The General Manager of Railways (Mr. McEwen) examined.

The Assistant General Manager of Railways (Mr. Robb) examined.

The Committee in deliberation.

Resolved : That the Traffic Manager and Chief Railway Accountant be examined at the next meeting.

The Committee adjourned until Tuesday, 4th Instant, at 10 a.m.

Tuesday, 4th August, 1903.

PRESENT :

MR. LOGAN (Chairman).

Mr. Ross.	|	Sir H. Stockenstrom.
Mr. Maasdorp.	|	Mr. de Smidt.
Mr. Garlick.	|	

Minutes of previous meeting read and confirmed.

The Traffic Manager, Cape Government Railways (Mr. Cresswell Clarke) examined.

The Chief Accountant and Accounting Officer of Railways (Mr. C. G. Goodison) examined.

Committee in deliberation.

Resolved : That the Engineer-in-Chief, the Chief Storekeeper, the Chief Traffic Inspector, be examined.

The Committee adjourned until Thursday, 6th Instant, at 10 o'clock.

Thursday, 6th August, 1903.

PRESENT :

MR. LOGAN (Chairman).

Mr. Garlick.	|	Mr. de Smidt.
Mr. Ross.	|	Sir H. Stockenstrom.

Minutes of previous meeting read and confirmed.

The Engineer-in-Chief (Mr. Dalton) examined.

The Chief Railway Storekeeper (Mr. Sinclair) examined.

The Chief Inspector of Traffic (Mr. Steen) examined.

Committee in deliberation.

Resolved : That Mr. R. H. Hammersley-Heenan, General Manager, Table Bay Harbour Board, be examined.

Committee adjourned until Tuesday, the 11th Instant at 10 o'clock.

Tuesday, 11th August, 1903.

No quorum.

Wednesday, 12th August, 1903.

PRESENT :

MR. LOGAN (Chairman).

Mr. Ross.

Mr. Maasdorp.

Mr. de Smidt.

Mr. Garlick.

Sir H. Stockenstrom.

Minutes of previous meetings read and confirmed.

Mr. R. H. Hammersley-Heenan, General Manager and Engineer-in-Chief, Table Bay Harbour Board, examined.

Committee in deliberation.

Resolved : That the Chairman, Mr. Garlick and Mr. de Smidt be a Sub-Committee to draft a Report.

The Committee adjourned until Thursday, 13th Instant.

Thursday, 13th August, 1903.

PRESENT :

MR. LOGAN (Chairman).

Mr. de Smidt.

Mr. Garlick.

Mr. Ross.

Sir H. Stockenstrom.

Mr. Maasdorp.

Minutes of previous meeting read and confirmed.

The Sub-Committee brought up a Draft Report.

Resolved : That the Report as drafted by the Sub-Committee be adopted and the Chairman instructed to report to the Council accordingly.

MINUTES OF EVIDENCE.

SELECT COMMITTEE ON SALARIES OF RAILWAY STAFF.

Monday, August 3rd, 1903.

PRESENT :

MR. LOGAN (in the Chair.)

Mr. Garlick.

Sir H. Stockenstrom.

Mr. Ross.

Mr. de Smidt.

*Mr. Thomas Smith McEwen, General Manager of
Railways, examined.*

1. *Chairman.*] You are General Manager of the Cape Government Railways, Mr. McEwen?—Yes. Mr.
T. S. McEwen.

2. How long have you been employed in connection with railways?—Since 1868 or 1869. I then commenced my pupilage as engineer. Aug. 3, 1903.

3. That is considerably over thirty years. at any rate?—Yes. I have been out in the Colony for twenty-nine years.

4. May I ask what remuneration you received in those days, Mr. McEwen?—Oh, nothing. We had to pay to start with.

5. You gradually improved your position until you became General Manager of Railways, which post you hold at the present time?—Yes.

6. What salary, may I ask, are you getting now?—£1,500 a year.

7. How many miles of railway have you got under your control?—On the Cape Government Railways there are 2,426 miles of line.

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8. You are responsible also for the Rhodesian railways, are you not?—Yes, there are 900 miles of Rhodesian railways.

9. So that altogether you are responsible for working 3,300 miles, approximately?—Yes.

10. Do you know anything about the London and North Western Railway in England?—Not particularly. It is practically the premier railway in England. From time to time we hear about what they do.

11. Can you tell us what the mileage is, approximately, on that railway?—The London and North Western Railway has, approximately, about 2,000 miles.

12. What is the salary of the General Manager of that company?—£10,000 per annum.

13. Therefore, although you have nearly double the mileage of the London and North Western Railway, you have only £1,500 as compared with £10,000?—That is so.

14. Can you tell us anything about the North British Company?—That is a medium home company.

15. Do you know the mileage, approximately?—About 1,200 or 1,300 miles, approximately.

16. You know, I suppose, what the General Manager gets?—Between £4,000 and £5,000 a year.

17. We will now come to one of the smaller railways—the Great North of Scotland. I believe the mileage is slightly over 300, is it not?—Somewhere about 300.

18. Can you tell us the salary of the General Manager?—Between £2,500 and £3,000.

19. You know the cost of living in England, I take it?—I am not in a position now to give you the exact particulars with regard to that.

20. You can live very much cheaper in England than out here?—Absolutely. At half the cost.

21. You have had education and experience in railway work, extending over thirty years, and in the event of getting a Commissioner of Railways who was a farmer and not a trained man, you

would really have to educate him?—I do not think, Mr. Chairman, I can reply to that very well.

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22. But, at all events, you would have to advise the various Commissioners, from time to time, who have had no railway experience?—Yes, to the best of my ability.

23. We will now come to the lower grades of the salaried staff. A scale has been drawn up?—Yes. I will put in a return. [Return put in.] Of course it is a difficult matter in all cases to reconcile the inconsistencies in contrasting the rates of daily paid men with those of the salaried staff, but the proposal which has now been made will gradually place matters, I consider, on a fairly workable basis. Of course it will be necessary from time to time to deal with special cases as they may be required.

24. Take for instance a clerk receiving £132 per annum. He receives ten per cent. allowance at the present time, which brings his total emoluments up to £145. According to the proposed increases to which you refer, he will receive not £25 but only the £12 to which he is entitled, and that after the first of July?—He will drop his ten per cent. temporary allowance (in this case £13) and will receive instead an increase of £15 scale and £10 special. That will make £25. His increase, practically speaking, will be the difference between £13 and £25, that is £12.

25. This unfortunate clerk will then be getting no increase?—No, he will get £12 increase.

26. But in the ordinary course of things?—Not only in the ordinary course of things; it depends upon the Estimates being passed.

27. The same thing applies to a clerk who is in receipt of a salary of £207 per annum?—Yes.

28. He gets an allowance of ten per cent., and instead of receiving £40 he will get about £19. Is that not correct?—A married clerk receiving £207 per annum would get at present £207 plus ten per cent.; that would be £227. He will now

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receive £207 plus two increases of £20 and £20, that is to say £247.

29. But £21 of that he has been enjoying for some considerable time ; that is being merged into the £40. is it not?—The ten per cent. is a temporary increase ; that ten per cent. is being cut off, it being a temporary allowance, and the proposed arrangements will make his salary approximately the same, but instead of being granted a ten per cent. allowance, which could be cut off at any time, he will get £20 regular increase and £20 special increase.

30. He would really be £15 worse off than before the increase?—No. Take the case of the man getting £132 per annum, which you brought up just now. With the ten per cent. allowance his pay would be £145. But now he will receive £132 plus £15 and £10, that is £157. If you take £145 from that you will see that he will be £12 better off.

31. *Mr. Garlick.*] But he is entitled to that £12?—No, not always, *Mr. Garlick.* It has to pass the vote.

32. *Chairman.*] Are we perfectly clear? You say that a clerk whose salary is at present £132 will receive £157 hereafter?—Yes, he will do so.

33. *Mr. Garlick.*] Does this apply to all men or only to married men? I mean the ten per cent.?—The ten per cent. was given straight away all round to married men.

34. A man receiving £180 now gets plus £18, that is £198 altogether?—Yes.

35. And he will get plus £15?—A man with a salary of £180 will get £20 increase according to scale and £20 special increase, so that the increase would be £40 on his £180 salary.

36. *Chairman.*] I am very glad to observe from your evidence that the increase is going to be allowed, not deducted?—The ten per cent. comes off, but it is made permanent in the man's salary. There is no chance of it being reduced again.

37. So that he does not get anything less?—No.

38. Can you give us any evidence with regard to officers and the way in which they are paid in other Colonies? Have you any particulars in that respect? —On Saturday, when I knew that I had to give evidence before the Committee, I had some information collected by the staff, and with regard to similar Colonies I have to state that in New South Wales the salary of the Railway Commissioner or Commissioner of Public Works is £1,370 per annum. There is a Chief Commissioner of Railways and no General Manager, who draws £2,500 per annum. The railway revenue of New South Wales is about £3,500,000 per annum. The railway revenue of the Cape Colony is over £5,000,000. The number of miles opened in New South Wales is 2,707. This has been taken from the 1901 return. In connection with New South Wales it might be added that there are two Assistant Commissioners, who, I believe, draw £1,500 each per annum. In Victoria the Minister of Railways draws £1,000 per annum. The Chief Commissioner of Railways gets £3,500. The mileage in that Colony is about 2,846 miles.

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39. So that in these cases the General Manager, the real head of the department, the working head, receives more than the political head?—That is so.

40. I have got here, with reference to salaries, an advertisement in the "Daily Mail" of the 29th June last, wherein you advertised for station masters. They are included in the salaried staff, are they not?—Yes.

41. But have you not got many deserving clerks now who could fill those positions without importing them from England?—You would have to train them in a regular way to enable them to pass their examination. At Home on the railways clerks are trained at the smaller stations and thus get acquainted with all the work. They gradually improve themselves so as to enable them to take up station masters' appointments. That is done in many cases out here, but we have to import large numbers of clerks in connection with the very,

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very large increase which has taken place in the volume of traffic within the last two years.

42. I take it from your remarks that where Colonial men are deserving and capable they will get preference over imported men with regard to station masters' appointments?—Decidedly. Local men should have preference. Take my own case. I am taken from one department and put into another. I have now been made General Manager, and what applies to myself I should like to see applied to every other.

43. *Mr. Ross.*] Do you recollect a Mr. Smith, from New Zealand, who came here some time ago? Do you know the salary he asked (as General Manager)?—I think it was £2,500. You must remember that all these figures are approximate.

44. *Mr. Garlick.*] I am not quite clear yet with reference to men, ordinary clerks, being in a better financial position through your proposals than otherwise. A clerk receiving £250 per annum got an increase of ten per cent, which is equal altogether to £275. That man would to-day in the ordinary course of events be entitled to a further £20, would he not?—No, to £20 and £20.

45. You mean in the ordinary course of events?—No, only if Parliament agreed to the recommendations.

46. That is, if Parliament continued to give him the ten per cent special allowance, he would be getting £250, plus ten per cent, plus £20, that is £295 altogether?—Yes.

47. And what do you now propose to give that man?—£250 plus £20 and £20, that is £290, without any question of the ten per cent being a floating ten per cent.

48. You are going to give him the advantage by making the ten per cent fixed. In many cases the emoluments would be less. That is if he had received the scale increase plus his ten per cent?—Yes, to a small extent.

49. *Chairman.*] But I think you said that in no case he would be worse off?—No. He is not bound to get that £20 at all. It might not be given him.

50. *Mr. Garlick.*] If a man comes into the Service and starts, say, at £120, I understand that, in the ordinary course of events, if he does his work well and conducts himself properly, he will get a regular annual increase?—Yes.

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51. According to the scale?—Yes.

52. Up to a certain point he gets £15 per annum increase, above that he gets £20, and so on?—Yes, so long as he is in the various classes of salaries.

53. But now financially, really men would be better off if you gave them their ten per cent. temporary allowance, plus their scale allowance?—Take a man getting £340. With ten per cent. allowance, he would get £374. But now he is to get £25 scale allowance and £25 special, that is £50, making altogether £390.

54. Then consequently he is £9 worse off?—Yes, that is if he had got his £25 scale increase. That is where the point comes in. What we have recommended is that the scale shall be put down to start right through.

55. The intention is to put a man in a better financial position on account of the excessive cost of living, and the large number of removals in consequence of inadequate pay, and the fact that daily-paid men are better paid than clerks?—Yes.

56. You want to put the men on a better footing, permanently?—Yes.

57. If I understand it correctly they would be better off with the ten per cent. temporary allowance, plus scale allowance?—That is so, as far as actual money is concerned in connection with married men.

58. But that is what pays the grocer's bill?—That is so.

59. I understand that the clerk will get a fixed increase which will very nearly bring him up to the amount which he would get with his ten per cent. plus his scale increase?—In this case it is a difference of £9.

60. It means that he will get a fixed increase as against a temporary increase?—Yes.

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61. And he will get less actual cash?—£9 actual cash.

62. In what way is the clerk guaranteed that this (permanent) increase shall be really permanent?—Once it is merged into his salary, it is so.

63. But, if next year, for instance, happens to be a very bad year, is it not open for the General Manager to recommend no increases?—Certainly.

64. But if it happened to be an extraordinarily bad year, would it not be open to the General Manager to recommend a ten per cent. decrease all round?—I am afraid he could not do that. He could not be expected to do that.

65. He has no power then to recommend a decrease?—If we had very bad years, it would be necessary either to reduce the wages of the staff by a percentage, or you would have to pension the extra men on the staff that could be spared on account of the decrease in the volume of trade. Therefore in the case of the men now getting a fixed increase they would get a pension upon their fixed salary, and would be better off, as far as their pension was concerned, than they would be in connection with the ten per cent. allowance.

66. Do you know whether the staff generally are better satisfied to have a permanent allowance than a temporary allowance? Have you heard of any expression of opinion?—As far as my intercourse with the staff is concerned, and with the representatives who came to see me on the matter, they considered that what had been settled was a fair and reasonable method of dealing with the matter. They pointed out, as their principal grievance, the inconsistencies between the payment of the salaried staff and the daily paid staff. The one man made overtime and the other did not.

67. Were these people fairly representative of the whole of the clerical staff?—Yes, of the whole clerical staff.

68. And were they delegated to interview you? Were they elected by the staff or were they self-elected?—They were elected by the staff.

69. You do not wish to state, of course, that the responsible position of General Manager of the Cape Government Railways is as onerous as the corresponding position on the London and North Western Railway?—I do not think there is such a great difference with regard to the onerousness of the positions. In fact, if you had to deal with a railway such as that under the control of the General Manager of the London and North-Western you would have double and treble lines, whereas we have a single line for the most part. This is a far more difficult thing to deal with; the difficulty in getting traffic over it is very much greater. At the same time it must be borne in mind that in giving you this information I have only stated the facts as they are. From a recent copy of "Transport" I find that the traffic returns for the last week quoted were as follows: Great Western, £221,600; London and North-Western, £261,000; Midland, £213,975; Great Eastern, £172,978. Thus there are only four railways in Great Britain whose receipts per week are greater than the Cape Government Railways. The receipts of the North British, the leading railway in Scotland, were £91,922 for the same week.

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70. *Sir H. Stockenström.*] You have given us approximately the salaries of the superior officers of the lines mentioned, the Great Western, the North British, the Great Northern, etc. Can you give any information approximately as to the salaries drawn by the junior officers as compared with those paid to our junior officers here?—Do you mean in connection with the engineers and the locomotive superintendents?

71. Yes, have you any information about those departments?—Take, for instance, the case of Mr. Inglis, who has recently been promoted to the post of General Manager of the Great Western Railway in succession to Sir Joseph Wilkinson. As Engineer-in-Chief he drew £5,000 a year; what he is going to draw now, I do not know.

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72. We know the difference between the cost of living in England and here is very much in favour of England. We have to pay very much more in this Colony?—Yes.

73. In comparing the salaries received there and the salaries received here, we should also compare the cost of living. What is the equivalent in this country to, say, £1,000 paid to these men?—I should say that £1,000 in England is worth very nearly £2,000 here.

74. If the General Manager of the London and North Western Railway receives £10,000 a year, and the General Manager here receives only £1,500, there is no comparison between the two. Look at the mileage of this railway. If we make a calculation, then the salary of the General Manager here ought to be increased to at least double?—That is why I brought up the Colonial figures. I asked the clerks to furnish me with the list, which I only saw this morning. But as a more practical and a local illustration, I have to refer you to the salaries paid by mercantile firms in Port Elizabeth to their managers, or what would be possibly better and be nearer home, request that you compare the salaries paid by the large merchants in Cape Town to their heads of departments.

75. It appears then that the officials on the railway in this Colony are very much underpaid; they are not paid up to what they should receive, considering their work and the cost of living?—I quite agree with you.

76. Have all the clerks in your department to pass the Civil Service examination?—No.

77. Are they willing to enter the Service?—We take special men, men who have passed the service examination, and possess special qualifications; otherwise we are precluded from taking them. We take Civil Service men as far as we possibly can, but they do not stay long with us. Our service is a continual grind—this question of getting through with the work.

78. *Mr. de Smidt*]. Are they placed on the fixed establishment?—At ten years' service, if they become contributors. If they have received a certificate from their chief that they have carried out their duties satisfactorily and have behaved themselves.

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T.S. McEwen.
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79. So that they are really put upon the same basis as civil servants on the fixed establishment in other branches?—The complaint is that promotion, as far as a satisfactory salary is concerned, is not so quick in the railway department as in other departments. In that memorandum which the Chairman has put before you, you will find it stated that the representative of Kimberley gave some interesting evidence in connection with this.

80. Has your department made any recommendations with regard to increases of salary to men worthy of it, and have the Government listened to your recommendations?—In many cases the Government have listened to such recommendations. Of course, I have only filled the position of General Manager for about a year, and the recommendations as placed before the Government by the joint officers are embodied in the proposal which is now placed in front of you.

81. *Chairman*.] I think it has been proved that there are some cases in which, notwithstanding the fact that the officers are getting a permanent increase, they are really worse off financially than at the present time?—No, not worse off than at the present time. They would be if they had been getting ten per cent. plus the scale.

82. Do you not think it would be wise to recommend that there should be a levelling up sort of process so that these men would not be worse off? You know the increased cost of living? If possible could you not get it placed upon the Supplementary Estimates?—I think it would be better to take this into consideration in the next year's estimates. This is a matter which would require a lot of consideration. The inconsistencies

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in many respects would be very great, and there would be considerable difficulty with regard to married and single, etc. The matter would require to be well considered to enable one to make a proposal which would be acceptable, and one which would be a clear business proposal.

83. Could you not get a sum placed on the supplementary estimates and then work out the scheme at your leisure? It is all very well to wait till next year. We do not know what may happen. Could you not roughly work it out? Could you not get the money voted, if possible, by Parliament, and then the levelling process to which I am referring could take place. You know how difficult it is to deal with any workmen or clerks who are dissatisfied, and there is a certain amount of dissatisfaction prevailing. Would you not then retain good men who would otherwise be leaving the service?—I will have such an estimate made out. It is only a matter of putting on one or two clerks. I shall have that done, but of course I can only recommend.

Alex James Robb, examined.

Mr.
A. J. Robb,

84. *Chairman.*] Are you Assistant General Manager of the Cape Government Railways?—I am.

85. How long have you been under the Cape Government?—For thirty years, and I had three years prior service on the Cape Town-Wellington line.

86. What was your salary when you started?—I entered as junior clerk to the chief railway store-keeper at £2 per month.

87. So it has taken you 34 years to get to your present position?—Yes.

88. What grades have you gone through?—I was made assistant book-keeper, afterwards correspondence clerk to the railway engineer for the Colony, then book-keeper, revenue auditor, accountant at Bloemfontein during the construction of the line

to Johannesburg, accountant to Cape Town, then chief accountant and finally assistant general manager.

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89. What is your salary now?—£1,200 a year.

90. What is the difference in the cost of living when you received £2 per month as compared with the cost now?—I should think living is probably 50 per cent. more now than it was then.

91. When you received your small commencing salary it was low because you were going to learn a profession—the railway profession?—The salary was on the usual scale.

92. As a whole don't you think the railway department as compared with other employers very much underpays its employees?—I certainly think that the salaries are less than those received in commercial houses or in large companies in the town.

93. I am afraid some of the railway staff are getting a rise the wrong way about—they have been promised certain things but I cannot see that they are going to get an increase at all; they are going to get less than what they have been receiving in the past?—I think not. I think the scale which Government has placed on the estimates fairly meets the case now. Under no circumstances can they get less.

94. According to the present arrangement instead of an officer getting £399 a year say, he will be getting £390 only?—But the 10 per cent scale never applied to those receiving over £300 a year.

95. Don't you think there are some glaring cases in which a man is going to receive less salary under the new arrangement?—No, I don't admit that. Under no circumstances can a man get less than he is receiving at present in the ordinary course of things.

96. But the men seem to think they are going to be in a worse position financially than they would have been in the ordinary course?—No the intention is to allow a double increment this year less the temporary allowance of 10 per cent.

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97. But the employees are entitled to an increase in the ordinary course of things ; I think we are mixing up this 10 per cent. and the annual allowance they were entitled to in the ordinary course of things ?—That 10 per cent. was purely a temporary allowance. If you give that and the double increment you will perpetuate the differential treatment between married and single men. The single men did not get the 10 per cent. allowance and this created some very bad anomalies. What has been decided on now will abolish these anomalies and put married and single men in their proper relative positions.

98. Don't you think that in order to keep good men there should be a levelling up and they should be given the same pay they would have received when they had this 10 per cent ?—No, I don't think it would be advisable ; you would be perpetuating the anomaly of a single man being stepped over by a married man of an inferior grade simply by virtue of the latter being awarded this 10 per cent.

99. I want to make no distinction but for all the men to get it ?—Certainly if you could give single men 10 per cent. to level them up to the married men and then all of them the double increment I think it would be a good thing, although I must say I was on the Committee appointed by the Prime Minister to consider the question of salaries and I thought we were doing substantial justice by giving them the double increment.

100. Now with regard to the cost of living, has not the price of meat trebled itself during the last few years ?—It is treble the price it was 30 years ago, and I suppose it has gone up $12\frac{1}{2}$ per cent. during the last few years.

101. Have wages gone up in proportion ?—No.

102. *Mr. Garlick.*] We asked the General Manager if all the men participated in the 10 per cent. special allowance and he replied Yes ; was he under some misapprehension ?—Yes, only the married men getting £300 and less. received it.

103. Last year the Government gave all married men in receipt of £300 and less per annum a 10 per cent. special bonus?—A temporary allowance.

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104. It is now proposed that the single men should get two annual increments in one year?—Yes.

105. That is to say for all the men from the lowest to the highest grades?—Only up to those receiving £450 a year.

106. How about the single and married men receiving £450 a year?—They get a special increase of £50 a year.

107. Over and above the ordinary increase?—No. There is no scale applying to men receiving over £450 per annum, but in these cases the Prime Minister authorised a special increase of £50 a year, that is for those receiving between £450 and £650 a year.

108. Is it not usual to give men receiving £450 per annum an annual increase?—Yes, but each case is judged on its own merits.

109. What is the annual increase?—From £25 to £50.

110. Practically speaking, these men will get no additional increase beyond what they would receive in the ordinary course of events?—No; except that the increase is more general than it would be under ordinary circumstances.

111. In your opinion the single men in receipt of salaries under £450 a year are receiving a material advantage, that advantage being a two years' instead of a one year's increase?—Yes.

112. With regard to married men, a married man who was receiving £180 per annum, had a special allowance of 10 per cent, which brought his salary up to £198 per annum, and now he gets an increase of £30?—Yes. £30. A man getting over £180 would receive now £220 a year.

113. If a man received £190 a year, would he get an advance of £220 or £215?—He would get two increases of £20 each.

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114. If his salary were £181 he would get an advance of £40, but if his salary were £180 he would only receive an increase of £30?—Yes.

115. A married man in receipt of £180 would receive £215 this year, but now he is only going to receive £210; how do you account for that when you said that no man would be worse off financially under the new agreement?—The 10 per cent was a purely temporary allowance which the men now get crystallised into salary.

116. Have the married men expressed themselves as satisfied with the permanent increase which is now proposed in preference to the temporary increase?—There has been no very decided expression of opinion from them in connection with that, but I think the last time they met the Commissioner of Public Works they seemed fairly satisfied to accept his decision.

117. Is it not a fact that practically speaking fifty per cent. of your men left the Service last year?—A great many men left during the year; no doubt greater inducements were offered them outside the service.

118. Do checkers come under the salaried staff?—No, they are daily paid men.

119. Are any stoppages made from station-masters' salaries for rental?—No, they all have free quarters.

120. I was told that certain station-masters have had stoppages made from their salaries for their quarters?—Not so far as I am aware.

121. Do you consider that the ordinary staff are equally well paid as men who are in ordinary mercantile employment to-day?—No.

122. Will the men be equally well paid when they have had the proposed increase?—No, but I think you must allow some margin for the permanency of the employment in the Railway Service.

123. *Mr. de Smidt*]. Can you state the mileage of the railways in the Transvaal and the Orange River Colony?—Not without reference, but it is considerably less than ours.

124. What salary does the General Manager of the Central South African Railways receive?—
 £2,500 a year plus free quarters or an allowance in lieu thereof and an allowance for cart and horses.

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125. Has he more to do than the General Manager here?—No, I should say the General Manager of the Cape Government Railways holds a much more onerous position than the General Manager of the Central South African Railways.

Tuesday, August 4th, 1903.

PRESENT :

MR. LOGAN (Chairman).

Mr. Ross.

Mr. Maasdorp.

Mr. de Smidt.

Mr. Garlick.

Sir H. Stockenstrom.

Mr. Gowan Cresswell Strange Clark, C.M.G., Chief Traffic Manager, examined.

126. *Chairman.*] You are Chief Traffic Manager?—Yes.

Mr.
G. C. S. Clark,
C.M.G.

127. You have got control over the whole system of railways?—As far as the traffic department is concerned.

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128. What mileage have you got?—Including Rhodesia?

129. Yes, including Rhodesia?—Including the Rhodesian system, which we are working, we have 3,293 miles. That includes 867 miles of Rhodesian railway.

130. How long have you been in the railway employ, Mr. Clark? When did you commence your railway career?—Including in England?

131. Yes?—In 1870.

132. That is 33 years ago?—Yes.

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133. What salary did you get when you started your railway career?—I started as a junior clerk at 8/- a week.

134. And it has taken you thirty-three years to work up to your present position? What is your salary now?—£1,000 a year.

135. And it has taken you 33 years to reach that? You have never been in any other position except with railways up to now?—In no other position.

136. Can you give us any information with regard to the salaries officials on other railways receive. It will save time if I tell you that we have got authority here that on the London and North Western Railway the General Manager receives £10,000 a year, and they have only got 1,937 miles there. The North British, with 1,301 miles of railway, pay their General Manager £5,000 a year, and the General Manager of the Great North of Scotland, which has 331 miles, gets £3,000. I am taking one of the largest railways in England, a medium one, and the smallest one there. On the smallest one, with 331 miles of railway, the General Manager gets £3,000. I take it that you agree that this is practically correct?—So far as my knowledge goes.

137. It is practically correct?—I believe so, from what I have heard.

138. Now, you have lived in England, and you know the cost of living there. How does it compare with the cost in this country?—My experience in England is previous to 1870, and during the nine months I spent in England in connection with the Light Railway Commission, and during a holiday; but I have heard from others who have come out here during the last few years that the cost of living is quite double what it is in England. I cannot say from my own experience.

139. From your own experience while you were there, would you say there was a considerable difference?—When I was Home in 1895, it was as cheap again as South Africa.

140. You know the salaries certain firms here pay their employees?—Yes.

Mr.
G. C. S. Clark,
C.M.C.

141. How do the railway officers' salaries compare with those paid in business places?—I should say very unfavourably.

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142. Can you give us any instances in regard to it?—Yes. I do not wish to be personal, but I could give you the case of your own General Manager, whom I know very intimately. He draws a salary, I am given to understand, equal to, if not greater than our General Manager.

143. You are of opinion, then, that the railway official staff are underpaid?—Quite so.

144. Now there is another thing. There seemed to be some doubt yesterday with regard to the position the men would be in when they got this new scale of salary. Can you tell us: Is any man going to be worse off when the new scale comes on than he is at the present time?—I must explain that in case of these new proposals, the 10 per cent. temporary increase granted to married employees ceases, because it will be merged into the salary; but with regard to the single men, they never obtained that 10 per cent.

145. *Mr. Maasdorp.*] Will you repeat that?—In March, or, I think, in May, 1901, owing to the high cost of living, representations were made to the Government by the railway staff as to the need for some additional payment, and the Government met the application by granting a 10 per cent. temporary allowance, but to married employees only. I am speaking now of the salaried staff.

146. *Sir G. H. Stockenström.*] When does the temporary allowance cease?—It can be taken off at any time.

147. *Chairman.*] Do you see any reason why the single men should not participate?—I was surprised at the time. I was not at headquarters then, and I saw no reason for the anomaly, but I suppose it was because the cost of living to married men had so much increased.

Mr.
G. C. S. Clark,
C.M.G.

148. But does not the cost of board and lodging for a single man also increase?—Yes.

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149. Don't you think the single men should be levelled up?—I should have far preferred to have seen the 10 per cent. given to the whole staff at that time.

150. You are perfectly certain with regard to the present arrangements no one will be any worse off in the future than at the present?—Well, they will not be worse off, because there will be a scale increase and a special increase.

151. *Mr. Maasdorp.*] I would like you to explain this new scale?—The Government is wishful to do away with the 10 per cent. temporary allowance, and to merge it into the regular salary, but in doing so to put married men and single men on the same footing. They have therefore arranged increases, and put them on the estimates for Parliament.

152. *Mr. de Smidt.*] Was the 10 per cent. increase of which you are speaking granted to other branches of the service?—So far as I am aware it was only to the railway. I am not aware of any other increases.

Mr. Charles George Goodison. Chief Accountant of Railways, examined.

Mr. C. G.
Goodison,

153. *Chairman.*] You are Chief Accountant of Railways?—I am.

154. When did you join the Railway Service?—On the 1st of July, 1876.

155. Then you have been 27 years in the service?—Yes.

156. What was your salary when you started under the Cape Government?—5/- a day.

157. What is your salary now?—£850 a year.

158. It has taken you 27 years to rise to £850?—Yes.

159. There seems to be some doubt as regard the increase to railway officers. Now we will take, for instance, a married man who gets £150 a year. He gets a temporary allowance of £15. That

brings his salary up to £165, and then there is the proposed increase of 10 per cent., which brings it up to—?—No, not 10 per cent., £10.

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Goodison,
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160. Yes, £10. That brings it up to £175. Now, are they going to get that, or is it a myth?—As far as I understand at the present time, the married man who is at present enjoying £150 salary, and enjoying, in addition to that 10 per cent., which is equivalent to £165 per annum, will, supposing that his last increase was dated the 1st July, 1902, on the 1st July, this year, receive an ordinary increase of £15 per annum, and in addition to that a special increase of £10 per annum, bringing him up to £175, as on the 1st July, 1903. The 10 per cent. granted to him in the past will then be merged into the salary, so that will vanish.

161. Will anyone be any worse off?—No. Take the case of a man drawing, say, £260 a year. He would at the present time be receiving £260, plus £26—that is 10 per cent.—making his salary £286. Under the new scale, he would get £20 ordinary increase, and £20 special. That would make £300 in all. Therefore he would not be any worse off. But I would like to put the case of a man whose increase is not due on the 1st July. As a rule, we give our employees an increase after 12 months' satisfactory service. Take the case of a man whose increase only becomes due on the 1st of January next year—a married man. Take the same salary, £260, he receives £260 at present, plus the £26 temporary allowance, that is, £286. Under the proposed scheme of giving increases to the staff, he would only receive £20 special increase on the 1st July. Therefore that would only make his salary £280, so that he would be drawing £6 less than he did previously, but it is not the intention of the Department to do that. The intention is to leave the £286, and, when the time comes round for him to receive his increase, to give him the balance—instead of giving him £20 to only give him £14, which will have the effect of making his salary £306.

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162. *Mr. Garlick.*] You mean £300?—Yes. £300.

163. *Chairman.*] A good many officers' opinion is that they are going to receive less, and, of course, no one likes an Irishman's rise. Under this scale, will anyone receive less than he is getting at the present time?—No.

164. *Mr. de Smidt.*] From what date would the increase take place?—I have given two dates, the 1st July and the 1st January, next year.

165. It was stated your increases commenced from March, 1901?—I am taking that into consideration. I am taking the case of a married man drawing £260 salary, and enjoying at the present time a 10 per cent. temporary allowance, equal to £26. That man's increase is not due until the 1st January next year, and if the Government adhered strictly to the scale, they would only give him a special increase of £20 on the 1st July, this year.

166. Was the increase you have referred to granted to the Railway Department officers only, or to other branches of the Civil Service as well?—I can only speak for my Department.

167. *Mr. Garlick.*] Take the case of a man receiving £260 last year. He gets 10 per cent. which is equal to a salary of £286. His automatic increase would be £20, which would bring him up to £306. Now, the point is: Is this man better off, with his 10 per cent., plus his automatic increase of £20, than he would be if you took off this 10 per cent., and gave him two years' increase in one year. When you state that he will be better off in the coming year than he was in the last year, it is quite true, but he won't be better off plus the automatic increase which he ought to get?—But then, of course, the whole intention is to drop the 10 per cent. and to merge it into the salary.

168. The point is that a man—a married man—would have been better off by retaining his 10 per cent., plus his £20?—Better off by £6.

169. *Chairman.*] Now isn't there something of a myth about it?—Are the men really given these

increases or are they not? What special increase has a man got, who has been of good behaviour, and done his work well, irrespective of what he is justly entitled to?—There has been a scale given to us approved of by the Government. That is, from £120 to £180 the men have got a special increase of £10 per annum, from £180 to £340 they have got a special increase of £20; between £340 and £450, £25; and all these increases are to date from the 1st July this year, irrespective of the date when they got their last increase. These are special increases. In addition to that, men whose salaries are between £120 and £180 are to have an annual increase of £15 after twelve months from date of their last increase, between £180 and £340 the annual increase will be £20, and between £340 and £450, £25.

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170. But doesn't it show that some of the railway officials will be worse off when this takes place than they are at the present time—from a monetary point of view?—None of them will be worse off—none of the salaried staff.

171. You are taking into consideration that some increases will not be granted until January, next year; but you must not take that into consideration. Leave that out; they are entitled to that in the ordinary course of things. The question is: Without that, are they going to be worse off than at the present time?—None will be in a worse position, so far as actual emoluments are concerned of course, it depends upon how the Committee look upon this temporary allowance. If they look upon it as a fixture, then certainly some men will be worse off, but, departmentally, we look upon it as temporary.

172. Why was it given?—On account of the increased cost of living.

173. Then has the cost of living gone down?—No, it has not.

174. Then why not make it permanent?—I would not raise any objection to it so far as my particular staff are concerned. It would satisfy

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the men, and they would have nothing to grumble at. It would give content to the staff, and that would more than repay the small amount it would cost.

175. You think that the extra money that would be expended on giving that extra 10 per cent. without taking anything off their usual increase would be well spent for the work they would give in return?—You do not mean there should be retained that temporary allowance, that is the 10 per cent., and in addition to that to give them the annual increment, also the special increment. I take it you mean this: Take the case of a man drawing £260 a year; he is getting £26 temporary allowance, making £286. You mean that he should have the annual increase added to that bringing him up to £306, this would not mean very much, and I think the contented staff would more than repay for the extra expenditure.

176. *Mr. Garlick.*] Would it not be better to make the 10 per cent. temporary increase into a permanent increase all round, plus the £15 and £20 scales which have been referred to?—Would it not give more satisfaction, and be fairer all round—married men and single? It then means that a man getting £180 gets £18, and a man receiving £340 gets £34?—The effect would be that a man whose ordinary increase is due on the 1st of January next year, would get £306 instead of £300.

177. *Chairman.*] With regard to the single men, don't you think they ought to have been brought up to the same level? Hasn't board and lodging gone up in proportion?—I should not say that they should get the same percentage. It costs more to feed two or three mouths than one; but I think that the single men do deserve some consideration.

178. You are of opinion that they ought to receive something extra?—I think so.

179. With regard to the salaries of officers on other railways, I have no doubt you know how

they are paid. We have got evidence that the London and North-Western Railway, with a railway mileage of 1,900 odd miles, pay £10,000 a year to their General Manager, the North-British with 1,300 odd miles, pay £5,000, and the Great North of Scotland, with 331 miles, give their manager £3,000; and we have got our General Manager out here, with between 3,000 and 3,500 miles to look after, getting £1,500 a year. Do you think that is a fit salary to give?—I certainly do not.

180. In comparison?—No, I do not.

181. The cost of living also is much cheaper in those countries?—I take it to be about 50 per cent. more expensive out here than in England.

182. You have lost a good many of your railway men lately haven't you?—Yes a good many men.

183. Can you give any reason?—Well, of course, there have been more inducements outside. We haven't lost many of the older men; it is the younger men. They are alive to bettering their position, and if they see an opportunity of doing so, of course they take advantage of it, and I don't blame them. The Government cannot offer them the same inducements as outsiders do. Whether they make a mistake in accepting a tempting salary outside, which may not be permanent is for them to consider; but a man who has been getting £132 a year has been offered £15 or £16 a month outside. It is impossible for us to offer that because it would cause a great increase in the expenditure.

184. Take a small railway accident—we have had a few lately. Could not some of these be attributed to having new hands who are not thoroughly conversant with the railway work?—You will excuse me I would rather not answer that. I am in the Accounting Department.

185. You know that when these accidents do happen, irrespective of the loss of life, there is a very considerable sum of money spent in connection with them?—Yes.

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186. Now, don't you think, if a little more attention were given to these railway officers—don't you think by having practical men, the sum of money saved in regard to these accidents would more than repay the Government?—Certainly a fixed staff would be more conducive to better working all round.

187. You recollect you have told us you were on the railways 27 years ago? How many men were put on the permanent way per mile then?—I have always understood that the permanent way men average one per mile.

188. One man per mile?—Yes.

189. How many trains were running when you joined?—Not very many.

190. How many trains are running now?—A good many. Between this and Wynberg, there are between 100 and 150.

191. I am talking of the main line. The number of trains have gone up to an enormous extent?—Yes.

192. Have you increased your men in regard to the permanent way in proportion?—I cannot say.

193. You ought to know; you pay them?—That is a maintenance matter. As far as I know, the number of men at the present time is one per mile.

194. *Sir H. Stockenström.*] Have many accidents happened on the railway lately which you consider are due to the experienced men being removed from the service on account of their being offered better emoluments elsewhere—if that is a fair question to ask?—It is not within my province.

195. *Mr. Garlick.* Have you anything to do with the claims?—I have.

196. Do you know what claims were paid past year?—It is mentioned in the General Manager's report.

197. It is £37,000. Do you think any of these claims arise through having inefficient men in the invoicing and ex-salaried staff?—There is no doubt about it that the constant changing in the staff is swelling the claims.

198. And the constant changing is more or less due to their being underpaid?—Not altogether. The inducements outside, and the disorder caused by the war have caused us constant changes of staff.

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199. But if the inducements outside are greater now than before, then they are relatively being underpaid now, are they not?—I should say the men are now underpaid as compared with outsiders.

200. If you paid your men better, and got a more efficient staff of men, would it, in your opinion, reduce the amount of claims the railway have to pay?—Decidedly.

Thursday, August 6th, 1903.

PRESENT :

MR. LOGAN (Chairman).

Sir G. H. Stockenstrom. |
Mr. de Smidt.

Mr. Garlick.
Mr. Ross.

Mr. Allan Grant Dalton, Acting Engineer in Chief, examined.

201. *Chairman.*] You are Acting Engineer-in-Chief?—Yes.

Mr. A. G. Dalton,
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202. With regard to the pay of your staff, you know exactly what has been proposed by Government; will any officer in your department be worse off after the proposed increase has been given him than he is at the present time?—No, I understand not.

203. Would you recommend that he should be worse off under any circumstances?—Certainly not.

204. The single men have not got this 10 per cent.; don't you think it would be a fair thing to give them this increase as well?—I do certainly.

Mr.
A. G. Dalton.
—
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205. Of course through our competitors in the Transvaal paying higher salaries you have lost some very good men?—Yes. Some excellent men. I can give you the number. We have lost 52 men—24 clerks, out of 121, have either been transferred or have resigned; the majority have resigned and gone North. Then 15 engineers, out of 131, have either been transferred, or resigned, but most of the 131 were new men—so 15 is a very large proportion to lose.

206. Don't you find that there is more danger to the travelling public by getting new men than there is in keeping the old experienced hands?—Yes, but the men who leave us are not those connected with the working of the trains.

207. As an old railway man, don't you think it would be an advantage to the service if we could pay the railway officers sufficient salary to induce them to remain with us, even taking into consideration the proposed extra amount of pay, rather than have them going away and having to replace them by inexperienced men?—Undoubtedly.

208. You know very well the cost of living has gone up very considerably of late?—I do.

209. Has the increased pay which has been given to the salaried men been in proportion to the increased cost of living?—No. I don't think so.

210. Do you think the salaried staff are paid in a fair proportion to men holding similar positions outside the railway service?—No. I do not think so, especially in the higher ranks of the service.

211. You would recommend, personally, that some substantial increase should be made in their salaries?—Yes, especially to some deserving men who could be picked out.

212. *Mr. Garlick.*] The present proposals are that men receiving £120 to £180 per year shall receive £10 special allowance, those receiving from £180 to £340, a special allowance of £20, and those receiving from £340 up to about £450 should have a £25 special allowance; at the present time

the married men have an allowance of 10 per cent. extra on their salaries?—Yes, those drawing not more salary than £300 per annum. A. G. Dalton.
Aug. 6, 1903.

213. Do you realise that for nearly every one of the married men this special allowance is less than 10 per cent. on their salaries?—But they are having a special increase as well as an ordinary increase.

214. But I am speaking of the special allowance?—Without the special allowance there is a smaller increase in majority of cases.

215. You are giving them no special allowance only the single increase and they are entitled to that?—They are not absolutely entitled to it; it must always come as a recommendation.

216. But it is usual for them to get their single increase year by year, unless there is some special reason against it?—I believe so, but I have only been two years at headquarters, but I understand it is the rule to give the annual increases.

217. Would it not have been preferable to have extended the 10 per cent. temporary allowance, and made it into a permanent allowance to single as well as to married men, and on the top of that give them their ordinary single increase?—Yes. I believe it would as a rule; to the married and single men it would be an advantage.

218. Is not the single man entitled to it if he does as good work as the married man?—Yes, if he has the same responsibility.

219. *Chairman.*] You think that, compared with mercantile houses and other business places outside, the majority of the railway staff is not paid as well as those who have put in the same number of years to learn their business?—I do not think there is a doubt about it.

Mr. William Sinclair, Chief Railway Storekeeper.
examined.

220. *Chairman.*] You are the Chief Railway Storekeeper?—Yes. Mr.
W. Sinclair.

Mr.
W. Sinclair.
—
Aug. 6, 1903.

221. How long have you been in the railway service?—Forty years and six months.

222. What was your commencing salary?—I commenced on £50 per year on the London and North Western Railway.

223. What is your present salary?—£900 per annum. I came out here at £450 per annum, 25 years ago.

224. When you came out here what was the cost of living compared to what it is at the present time approximately?—Well, I should say it was—I cannot say minutely—quite between 30 and 50 per cent. dearer than when I came out here in 1878.

225. Do you think the salaries of the railway staff have gone up in proportion with the increased cost of living?—Well, I don't. We now take on clerks at £132 per year, and when I came out I used to take them on at £150 per year at Port Elizabeth.

226. Then notwithstanding the fact that the cost of living has increased you really are starting your men at less salaries than when living was cheaper?—Yes.

227. From the evidence we have taken, it has been clearly laid down that the mercantile people are getting higher salaries, although they serve practically no apprenticeship, as compared to railway men; is that so?—Yes. Take the clerks; we are engaging them at £132 per year, and it is years before they get even £200, but if a merchant takes on a clerk at £10 per month, and he shows that he is a smart man, within six months he would get £180 or £200 per annum.

228. With regard to single men, there has been a special increase made to married men—don't you think it would have been a fair thing to include the single men in that arrangement?—Whenever you begin to differentiate between married and single men you get into difficulties.

229. You are of opinion that they should be all levelled up to the same standard?—Yes.

230. There is an opinion abroad that the salaried staff, notwithstanding the fact that they have this increase, will be worse off in the future than they are at the present time ; don't you think it would be a grave error to make them any worse off under the new management ?—I do think so ; but on the other hand if you take the married men's salaries and add on their 10 per cent. increase and from that basis deal with further increases, that would make a difference between married and single which would create difficulties.

231. I want the single men to be paid at the same rate as the married ; do you see any reason why they should not be ?—No ; a single man might be a better man to the Service than a married one.

232. Do you think it is not possible by getting into the Service new men who know practically nothing about Colonial Railway work that we might lose heavily in one day through a railway accident in consequence of their ignorance of our system of working, which is different from the English ?—You mean to say by engaging fresh people from England. I believe there are sufficient good men in the Colony to take the place of all trained railway officials. As a matter of fact I may say with all my fifteen years' experience in England when I came out to Port Elizabeth I had a great deal to learn and also to unlearn. For instance, railway storekeepers in England have nothing to do with shipping work and so it is with the other departments.

233. *Mr. Garlick.*] You say you lost about 50 per cent. of your staff during 1902 ?—60 per cent.

234. Is it your opinion that you lost them mainly on account of their being paid too little ?—It was because a majority of them got better appointments outside.

235. They could earn more money outside than they could from you ?—Yes.

236. Do you consider it would satisfy the railway employees if the 10 per cent. given to married men were made into a permanent advance for all, both

Mr.
W. Sinclair.
—
Aug. 6, 1903.

Mr.
W. Sinclair,
—
Aug. 6, 1903.

married and single ; would that satisfy the men or do you think 10 per cent. too little as an advance?—The General Manager has sent me a letter in connection with the scale of increases which I think a most reasonable one. That is for clerks getting up to £180 a year, their scale increase would be £15 and a special increase of £10 and for those getting from £180 a year up to those receiving £340 a year the scale increase would be £20, and the special increase £20.

237. That works out in this way : a man getting £120 a year now with £10 and £15 would get £145 if he had the ten per cent. temporary allowance and that was made into a permanent one he would get £147 a year ; the salary of a man getting £180 with the ten per cent. special allowance and £20 scale increase works out at £200. but with £20 special allowance and £20 scale increase it works out that a man getting £179 under the present proposals would receive £204 while the man receiving £180 a year would get under the new arrangement £220 a year ; is not that an anomaly?—There must be a broad line somewhere ; I doubt if there are many men getting £179—that is an odd amount.

238. Take the case of a man getting £170 a year ; instead of making an arbitrary £20 special allowance would it not be more equitable to make an advance of ten per cent. on their salaries all round?—Then the married men would get no increase at all.

239. They would get their scale increase?—If you take a married man getting £200 a year he would be receiving a total of £220 and if you gave him ten per cent. on the £220 that would make too much difference between the married and the single, but if you gave him a ten per cent. increase on the £200 he would be practically in the same position he is at present.

240. If you take a married man earning £170 a year his ten per cent. special allowance and fifteen per cent. scale increase would total £210,

but if you do what the General Manager proposes he would only earn £195 per year?—With regard to the married men it has been suggested that where the proposed scale increase would make them in a worse position than they are now that they should be kept at their present salaries until the time comes for a further scale increase.

241. *Chairman.*] During next year in the ordinary course of events most of the salaried staff are entitled to a single increase—that must not be taken into consideration and merged into the salaries received at the present time—that must be an addition?—What I certainly would recommend is that all men get the percentage at once from July 1st—the special increase; that special increase on the married men's salaries to be taken on the salaries alone, but if that makes them in a worse position than they are at the present time, an arrangement should be made to keep them at the present scale until the time for an increase comes, and then to add on the single increase.

242. *Mr. Garlick.*] You said your salary at the start here was £450 a year and that you then had but one-tenth the responsibility you have now?—Not one-tenth, as a matter of fact within the last four years our turnover has doubled; last year the turnover was about five millions.

243. What salary were you getting four years ago?—£720.

244. If you were getting £450 twenty-five years ago and living is now 33 per cent. or 50 per cent. dearer you were then practically getting £670 a year with only one-tenth of the work to do?—That is so.

245. In your opinion is it necessary to advance the whole of the salaried staff from top to bottom to make their pay anything like equivalent to the salaries paid outside?—Yes, from the General Manager downwards.

246. *Chairman.*] You are entirely of opinion that the salaried staff are not sufficiently paid considering the apprenticeship they have to serve

Mr.
W. Sinclair
—
Aug. 6, 1903.

Mr.
W. Sinclair.
—
Aug. 6, 1903.

as compared with people employed in similar positions outside the Service?—Yes. It does not require a railway man to say that—outside business men know it.

Mr. Oscar Steen, Chief Traffic Inspector,
examined.

Mr. O. Steen.
—
Aug. 6, 1903.

247. *Chairman.*] What is your position in the Railway Department?—Chief Traffic Inspector.

248. How long have you been in the Railway service?—Since February 1, 1889.

249. What was your salary then?—Six shillings a day.

250. What is your salary now?—£325 a year plus £5 temporary allowance. That came about this way. I had £300 with ten per cent temporary allowance, then I had an increase of £25 last year which is practically on paper.

251. What was the cost of living when you came out here?—It is considerably more now; in fact I have not been able to save a single cent on my present salary.

252. You travel about and mix amongst the various officers?—I am constantly travelling.

253. Are the railway officers a satisfied body with regard to their present salaries?—No, they are not; there has been a great agitation in reference to it.

254. Don't you think it will be very much better for Government to make them a satisfied body of men?—Undoubtedly. We have the great proof of the daily paid staff in regard to that.

255. Do you find in your experience in travelling round that the new men you have picked up have practically little or no railway experience—do you find that they are equal to the old hands?—You cannot expect it. The conditions are so different out here it is practically beginning anew.

256. I see that the Government are advertising for station-masters at Home. Don't you think it

would be much better to promote as far as possible the clerks in this country who have been doing good work?—That has always been the case. Mr. O. Steen,
Aug. 6, 1903.

257. Are you of opinion that railway officers are paid the same in proportion to their responsibilities and work as people outside the Service?—No.

258. *Mr. Garlick.*] Have you anything to do with claims against the Department?—Yes, for thefts.

259. On the Western system the claims in 1902 came to £37,000?—I believe they were.

260. Is any proportion of these claims traceable to an inefficient staff doing the clerical part of the work?—A good many are.

261. That is to say if you had better paid men they would be more efficient and the claims would consequently be less?—Yes.

262. So Government by paying the railway staff better would be saving money?—Yes.

263. Do you know that the claims on the Western system last year came to two-and-a-half per cent. of the receipts?—Yes.

264. Do you know that this practically speaking represents five times the claims of any other country and four times the claims that have been usual in this country?—Yes.

265. *Mr. de Smidt.*] What is the character of your official duties?—I have charge of the police and the detective department, and the travelling, collecting and ticket inspecting staff in Cape Town. I also have charge of the stock of spare uniforms, and watches and clocks pass through my hands, and various other things in connection with the traffic department.

266. What are your office hours?—I generally go to the office about 8.30 or 8.45 in the morning, and work up till 6 o'clock in the evening, some times later, and then I take some work home with me.

267. Are you often called upon to do work after your ordinary official hours?—Sometimes.

268. You are liable to that?—Oh, yes.

Mr. O. Steen, 269. *Chairman*]. As a matter of fact are you not sometimes for a week or a fortnight on duty in the train for the whole time?—Yes.

270. *Mr. Garlick*]. You don't get extra pay for that?—No. nor do any of my staff either.

Wednesday, August 12th, 1903.

PRESENT :

MR. LOGAN (Chairman).

Sir H. Stockenstrom.

Mr. Ross.

Mr. de Smidt.

Mr. Garlick.

Mr. Maasdorp.

Mr. Robert Henry Hammersley Heenan, General Manager and Engineer in Chief, Table Bay Harbour Board, examined.

Mr. R. H. H. Heenan, 271. *Chairman*.] You are General Manager of the Docks, are you not?—I am General Manager and Engineer-in-chief to the Table Bay Harbour Board.

272. You were on the Cape Government Railways before, were you not?—I was.

273. How long have you been engaged in Railway and Harbour works?—Four and thirty years.

274. Might I ask what salary you started on?—In this country?

275. No, when you started on the railway first?—I got nothing at all.

276. And may I ask what your salary is now?—My salary at the present moment is £1,350 from the Board, and free quarters, and I receive £100 a year as consulting engineer for the Breakwater Convict Station.

277. What salary did you receive when you were in the Cape Government Railway Service?—When I was at East London, I received, I think it was £680 and house. That covered my travelling allowance.

278. How long had you been in the Government service to get this £680 and house?—About twelve years, I think.

Mr. R. H. H.
Heenan.
—
Aug. 12, 1903.

279. You were pretty well acquainted. I take it, with the amounts the various officers received in the service?—Yes, fairly well, in the railway department.

280. You have, I believe, travelled a good deal over the railways in Europe, and other countries?—I have travelled all over Europe, America and Canada.

281. Can you give us an idea of how the wages paid there compare with those paid on the Cape Government Railways?—You mean the officers?

282. Yes?—I should say that in America the salaries are from three to five times greater than they are here.

283. And in other parts?—In every part of the world I have been in the salaries are far greater than they are here for responsible officers.

284. Are you of the opinion that the officers here are very much underpaid?—Not only am I of opinion that they are, but I feel very strongly on the subject, and I think I might tell the Committee that when I was in America, I met a great many engineers in charge of great works and docks, and a great many of the general managers in charge of the railways, not only in Canada, but in the United States and Mexico, and they would not credit that a Government would place in the charge of men who receive such extraordinary salaries such enormous responsibilities.

285. *Mr. Garlick.*] Such extraordinary small salaries?—Yes. They could not understand it as a commercial transaction.

286. *Chairman.*] Don't you think that by paying such small salaries, we lose the pick of our men?—I may tell the Committee that one of the greatest difficulties is to keep men. You cannot keep men on the salaries that are paid.

287. They simply go elsewhere as soon as they get a better offer?—They simply come into the

Mr. R. H. H.
Heenan.
—
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service as a stepping stone to something else. They are picked up by energetic merchants, and business people generally.

288. *Mr. Maasdorp.*] You say that the American people were very much surprised to hear what salaries were being given here? Can you tell us anything in regard to the comparative cost of living in America and here?—I enquired into that very closely. In Canada, I am distinctly of opinion that the cost of living is much cheaper than here. In the United States it is much of a muchness. The cost of living in Mexico I can only speak of from hearsay and there it is cheap.

289. You say that it is cheaper in Canada than it is here?—Yes.

290. And what do they pay their railway servants?—The President of the Canadian Pacific Railway (Sir Thomas Shaughnessy) receives £7,000 a year.

291. And the others, the subordinates are paid in proportion?—All in proportion. I can give you the salaries of nearly every General Manager and Engineer in England, for I know most of them personally.

292. You say that generally railway servants are better paid elsewhere than here?—I would not say generally but universally. I do not know a single exception.

293. Would that hold as regards the Continent of Europe?—Yes, certainly. But with respect of that, I do not speak with the same absolute certainty as I do with regard to America. In America, as I have said, they were appalled to think that a capital of twenty-five millions should be entrusted to a man receiving only £1,500 a year. They came to the conclusion either that he was a very inferior man, or that I was exaggerating the importance of the railways here.

294. *Sir H. Stockenström.*] You consider we lose our best and most efficient officers on account of the low salaries we pay?—I would not like to say anything that would reflect upon the officers of

the Department. My own experience is that it is impossible to maintain a good, permanent, and contented staff at the salaries paid at present.

Mr. R. H. H.
Heenan.
—
Aug. 12 1903.

295. Is it not a fact that we have lost a number of our officers on account of the smallness of the salaries and the expensiveness of living here?—The Committee will excuse me answering in a personal way: but for years before I left the service I directed all my energies in trying to obtain something better. It was my object to try to get out of the railway service, and it was the desire of every officer I knew intimately.

296. We have it in evidence what salaries are paid to General Managers and chief officers in other countries, and the comparison is very unfavourable to our officers?—Very.

297. *Chairman.*] You have no doubt in your mind that in all your travels you have never come across a railway where the officers are so underpaid?—That I am absolutely certain of. The Committee may take that without any hesitation. I do not think they would be content elsewhere with even double the salaries they have here.

APPENDIX.

[A.]

THE COMMISSIONER OF PUBLIC WORKS LAID UPON THE TABLE : Return to a Resolution adopted by the Honourable the Legislative Council :

“That there be laid upon the Table all the correspondence and papers between the General Manager of Railways and the Salaried Staff relating to the interview with the Commissioner of Public Works on the 13th June last.”

INDEX of Correspondence and Papers concerning the agitation of the Salaried Staff of the Railway Department for increased salaries to meet the high cost of living.

No.	Date.	From or to.	Contents.
1	7/1/1903	Chief Traffic Manager to General Manager.	Bringing to notice the anomalies existing between the salaried staff and the daily paid men in consequence of the allowances granted to the latter.
2	"	"	Expressing opinion that salaried staff should be placed in a better position.
3	8/1/1903	"	Following up No. 2.
4	12/1/1903	Sec. C. T. Committee to General Manager.	Asking for appointment for delegates of salaried staff.
5	13/1/1903	General Manager to Sec. C. T. Committee.	Making appointment.
6	16/1/1903	General Manager to Chief Traffic Manager.	Stating subject of Nos. 1, 2 and 3 receiving attention.
7	17/1/1903	—	Minutes of Meeting of delegates with General Manager on 17/1/03.
8	19/1/1903	—	Minutes of Meeting of delegates with General Manager on 19/1/03.
9	14/5/1903	Chairman, Delegates to General Manager.	Asking for reply to petition.

No.	Date.	From or to.	Contents.
10	14/5/1903	Chairman, Delegates to General Manager.	Following up No. 9.
11	15/5/1903	General Manager to Commissioner.	Suggesting that delegates be advised of provision made on Estimates.
12	20/5/1903	Sec. C. T. Committee to General Manager.	Enquiring whether proposed increases are in addition to the 10 per cent. allowance drawn by married officers.
13	20/5/1903	Chairman, Delegates to General Manager.	Enquiring whether proposed increases are retrospective.
14	"	General Manager to Chairman, Delegates.	Replying to No. 13 in the negative.
15	"	General Manager to Commissioner.	Pointing out position of married officers if 10 per cent. allowance were merged into increases.
16	"	General Manager to Sec. C. T. Committee.	Acknowledging No. 12.
17	29/5/1903	General Manager to Commissioner.	Sending copies of wires, setting out discontent of staff at proposals, and seeking instructions regarding another interview for delegates.
18	4/6/1903	General Manager to Sec. C. T. Committee.	Making appointment with Commissioner for 13/6/1903.
19	13/6/1903	Delegates to General Manager.	Setting out grievances.
20	"	Commissioner to General Manager.	Seeking definite proposals increases for juniors.
21	15/6/1903	General Manager to Commissioner.	Recommending scale for junior clerks being increased from £12 to £15.
22	19/6/1903	Commissioner to General Manager.	Approving of recommendation in No. 21.
23	24/6/1903	General Manager to Chairman, Delegates.	Advising decision <i>re</i> junior clerks.

(Copy).

C.G.R. Memorandum.

From the Chief Traffic Manager, To the General Manager,
 Cape Town, 7th January, 1903. Cape Town.
 Reference No. S.7728.724.

AGITATION FOR INCREASE.—SALARIED STAFF.

Further to my letter of even date, I enclose a letter I have received from the Traffic Manager, Port Elizabeth, respecting the anomalies brought about by the recent increase granted to the wages staff.

It was foreseen, as you will remember, that we should most probably have to face applications from the salaried staff as the outcome of the increase given to daily paid men.

(Signed) C. CLARK,

8 enclos.

Chief Traffic Manager.

(Copy).

Traffic Manager's Office,

Port Elizabeth,

To the Chief Traffic Manager
 of Railways,
 Cape Town.

19th December, 1902.

S.7728.169. of 11.12.02.

WAGES OF DAILY PAID STAFF.

With reference to your Circular 209 of the 28th ult. and your letter of the 11th instant, I have to state that I am receiving representations from the salaried staff with regard to the anomaly brought into existence owing to the instructions recently issued whereby the wages of the daily paid staff have been increased. I desire to point out that the cost of living bears as hardly upon that class as it does upon the daily paid staff, and it might be said to a far greater extent, because the salaried officer moves in a different grade, and is expected to keep up a better appearance, but under the existing circumstances he cannot so well afford to do so as the lower grade men. For your information I attach statements showing how unequally the recent additions to the daily paid staff work out, when contrasted with the position of the salaried staff in the case of Station Masters, and no doubt the same thing is experienced on other systems. On perusing these statements you will no doubt agree that a distinct and serious anomaly has been created by the fact of the subordinate officers at many stations with lighter duties, and less responsibility, actually drawing more pay than the superior officer, who has the supreme responsibility of the station, namely, stations accounts and clerical work, in addition to outside and trains work. I trust that the subject will receive most careful consideration, and that something will be done to place the salaried staff in the same position relative to the daily staff, as they were before the issue of your Circular 209.

(Signed) J. O. PATERSON,

Traffic Manager.

STATEMENT OF STATIONMASTERS ON THE MIDLAND
SYSTEM AND THEIR SALARIES.

Stationmaster			Salary.	Allowance.	Total.
Begley,	Middelburg		£200	£20	£220
„	Knott,	Aberdeen Road	200	20	220
„	Petersen,	North End	209	21	230
„	Pick,	Zwartkops	209	21	230
„	Clark,	Coerney	209	21	230
„	Vowles,	Steynburg	205	21	226
„	Hann,	Addo	209	21	230
„	Linde,	Somerset East	210	21	231
„	Crosoer,	Colesberg Jct.	215	22	237
„	Finlay,	Klipplaat	215	22	237
„	Jarvis,	Norvals Pont	245	25	270
„	Ramsay,	Cookhouse	247	25	272
„	Pettit,	Sandflats	240	24	264
„	Connock,	Uitenhage	250	25	275
„	McNish,	Graaff-Reinet	255	26	281
„	McQuat,	Rosmead	255	26	281
„	Pennington,	Alicedale	270	27	297
„	Tracey,	Grahamstown	270	27	297
„	Castle,	Glen Harry	144	14	158
„	Harrison,	Bushmans R.	156	16	172
„	Petit,	Oatlands	156	16	172
„	Jennett,	Uniondale Road	156	—	156
„	Spurkes,	Conway	159	16	175
„	Cheek,	Commadagga	168	17	185
„	Sykes,	Mortimer	168	17	185
„	Higgs,	Barroe	168	17	185
„	Bright,	Coega	171	17	188
„	Ware,	Halesowen	171	17	188
„	Pearce,	Thebus	171	17	188
„	Matthews,	Bethesda Road	171	17	188
„	Hulme,	Bluecliffe	177	18	195
„	Sawyer,	Bedford	180	18	198
„	Martin,	Fish River	180	18	198
„	Birch,	Despatch	180	18	198
„	McKinnon,	Witmoos	183	18	201
„	Dalziel,	Schoombie	183	18	201
„	Smith,	Glenconnor	183	18	201
„	McGuire,	Middleton	186	19	205
„	Brand,	Addo	192	19	211
„	Gill,	Willowmore	180	18	198
„	Davies,	Redhouse	193	19	212
„	Keating,	Hanover Road	195	20	215

(Copy.)

STATEMENT SHOWING FOREMEN RECEIVING HIGHER
PAY THAN 2ND AND 3RD CLASS STATION MASTERS.

			Old Rate per day.	Pay for Year.
Foreman	Davis,	Barkly Bridge	8/-	£187 1 8
"	Grier,	Henning		
"	Beere,	Hanover Road		
"	Brown,	Arundel		
"	Ferguson,	Tweeddale		
"	Vermaak,	Klipplaat	8/6	£197 13 5
"	Toal,	Klipfontein		
"	Havenga,	Dassie Deur		
"	Soothill,	Wildfontein		
"	Matthews,	Glenconnor		
"	Rothero,	Zwartkops	9/-	£210 0 6
"	Webber,	"		
"	Johnston,	Aloes		
"	Daw,	Coega		
"	Auston,	Bellevue		
"	Walker,	Grahamstown		
"	Johnston,	Saltaire		
"	De Klerk,	Commadagga		
"	Ewing,	Ripon		
"	Parr,	Longhope		
"	Salmond,	"		
"	Jenkinson,	Steynsburg		
"	Fowler,	Baroda		
"	Veitch,	Collett		
"	Johnston,	Ludlow		
"	Melrose,	Colesberg		
"	Gillies,	Achtertang		
"	Hugo,	Sandflats	10/-	£232 19 5
"	Lusignea,	Thorngrove		
"	Wadmore,	Bellevue		
"	Coetzee,	Tafelberg		
"	Johnston,	Achtertang		
"	Havenga,	Carlton	10/6	£245 6 6
"	Thomas,	"		
Inspector	Inglis,	Alicedale		
"	Hall,	Naauwpoort	11/-	£255 18 4
Foreman	Parker,	Uitenhage		
"	Carter,	"		
Inspector	Bibbey,	Cookhouse	11/6	£268 5 5
"	Crumpton,	Craddock		
"	De Buys,	Rosmead		
"	Brown,	Naauwpoort		
"	Metrowich,	Cookhouse	11/6	
"	Finlayson,	Norvals Pont		

COMPARISON OF PAY RECEIVED BY STATION MASTERS
AT CERTAIN STATIONS COMPARED WITH THAT NOW
PAID TO THE STATION FOREMEN AT SAME PLACES.

RANK.	NAME.	STATION.	SALARY OR WAGE.
Station Master	Bright	Coega ...	£171 and £17 T.A.
Foreman	Daw	" ...	£208 19s. 0d.
Station Master	Pettit	Sandflats ...	£240 and £24 T.A.
Foreman	Hugo	" ...	£232 5s. 7d.
Station Master	Cheek	Commadagga	£168 and £17 T.A.
Foreman	De Klerk	"	£208 19s. 0d.
Station Master	Ramsay	Cookhouse ...	£247 and £25 T.A.
Inspector	Metrowich	" ...	£266 17s. 11d.
"	Bibbey	" ...	£254 12s. 1d.
Station Master	McQuat	Rosmead ...	£255 and £26 T.A.
Inspector	De Buys	" ...	£254 12s. 1d.
Station Master	Jarvis	Norvals Pont	£245 and £25 T.A.
Inspector	Finlayson	"	£266 17s. 11d.
Station Master	Smith	Glennconnor...	£183 and £18 T.A.
Foreman	Matthews	" ...	£196 13s. 2d.

P. E. TERMINUS.

Inspector Dewar	...	...	...	...	11/6 per diem.
Telegraphist Dormer	...	...	...	...	11/7 "
Shunter Bennette	...	...	...	...	11/7 "

TABLE SHEWING ANNUAL EARNINGS OF DAILY PAID
EMPLOYEES WITH 10% MERGED PLUS 8½% AND IN-
CLUDING TIME AND A HALF FOR SUNDAY DUTY.

RATE PER DIEM.	ANNUAL EARNINGS.
	£ s. d.
6 6	151 15 8
7 -	162 7 6
7 6	174 14 7
8 -	187 1 8
8 6	197 13 5
9 -	210 0 6
9 6	220 12 4
10 -	232 19 5
10 6	245 6 6
11 -	255 18 4
11 6	268 5 5
12 -	278 17 2

(Copy.)

From
The Chief Traffic Manager,
Cape Town, 7th January, 1903.

To
The General Manager,
Cape Town.

Reference No. S. 19016/725.

AGITATION FOR INCREASE—SALARIED STAFF.

I enclose a copy of a communication addressed to me by the Traffic Manager, Cape Town, and in connection therewith would remind you of the application received from the Clerks at East London. I may say that during my recent tour I was several times addressed on the same subject.

My own opinion is that we should do something for the salaried staff, but whether it should take the form that was adopted in regard to the wages staff or on some other basis is a matter which requires to be thrashed out in conference unless you have already decided on a system of increase in the event of one being given.

(Signed) C. CLARK,
Chief Traffic Manager.

2 enclos.

(Copy).

From
Traffic Manager,
Cape Town,
17th December, 1902.

To
Chief Traffic Manager,
Cape Town.

S.27225/

TRAFFIC STAFF.

The Assistant Traffic Manager, Beaufort West, writes to me as follows :—

“With reference to the Chief Traffic Manager’s Circular, No. 209, of the 28th ultimo,

Station masters and the clerical staff are now asking what consideration the Government proposes to give them as the cost of living is, a matter of fact, a heavier burden upon them than upon the wages staff ; for instance, a clerk is required to keep up an appearance by no means consistent with his rate of pay, no article of clothing whatever is supplied by the Government and no allowance is made for overtime, either on Sundays or weekdays.

The salaried staff have always been in worse condition than the uniform staff, and the dissatisfaction caused by the present extraordinary distinctions indeed very great, so much so, that many of them have asked to be rated as guards. Only recently two first-class men in receipt of £132 left the Service and immediately obtained £240 per annum from mercantile houses, and I have good

reason to know that unless something is done I shall certainly lose the best men on my section, as it is impossible for them to keep up appearances, remain honest, and make both ends meet. To save anything is out of the question.

The Government has deemed it necessary to maintain a contented daily paid staff, surely the same consideration is due to the men who loyally look after the interests of the Service, and never hesitate to do long hours of overtime with the certain knowledge that it will not be paid for.

However, I feel assured that the question has only to be brought under your notice with a view to its being laid before the Chief Traffic Manager and the General Manager, when something suitable will be granted."

(Signed) G. T. DOWLING,
Traffic Manager.

(Copy.)

From

The Chief Traffic Manager,
Cape Town, 8th January, 1903.

To

The General Manager,
Cape Town.

Reference No. S. 9928/759.

STATION MASTER E. L. BARKER'S APPLICATION.

Further to my communication respecting the comparison of salaries paid to Station Masters at certain stations with those paid out to station foremen under the new conditions, I attach hereto two letters from the station master, Hout Kraal; the one dated the 14th sets forth the details of how the station foreman's time for the month of December is made up.

(Signed) C. CLARK.

2 enclosures.

Chief Traffic Manager.

(Copy).

Cape Government Railways,

609.

Hout Kraal Station,

10th December, 1902.

INCREASE OF PAY.

I beg respectfully to draw your attention to the difference made in Foremen's pay by C.T.M. Circular 209. For November last, and in future my Foremen will draw from £1 to £2 more than I myself at present get per month. One Foreman has in 2 years' service, and the other $1\frac{1}{2}$ years. I have nearly seven with this Department, and joined as an "experienced clerk" with seven years then to my record. I trust sincerely, Sir, that you will allow no such humiliation, and ask that in justice to my position as the superior officer that my pay be advanced to such point as will still preserve my rank in their estimation. In December, for instance, Foreman Pearson will earn, approximately,

£17 18s. 6d. nett. My own nett pay will be £15 1s. 5d. only. Quarters are free in both cases. I trust, Sir, that you will kindly recommend my salary being increased to £250 per annum that I may still command the respect of my subordinates and thus maintain the prestige of the Service and of the rank of S.M. A first class Foreman will earn more than this, even, and where he is expected to exercise his powers in one kind of work only, I am expected to know the entire business and do it.

Yours obediently,

Assistant Traffic Manager, (Signed) E. L. BARKER, S.M.
Kimberley.

(Copy).

Cape Government Railways,
Hout Kraal Station,
14th December, 1902.

INCREASE OF PAY.

Your S.3124 of 12th inst.

Foreman Pearson's wages for December are made up in the following way and is entirely free from any time beyond that which has been ordinarily heretofore worked, viz. : 12 hours per diem. His pay is 8s. per day, which being increased by the 10% allowance having been made permanent is now 8s. 9½d. Sundays at time and half at that rate are paid at 13s. 2½d. On night duty he does 12 hours and makes two hours per night at time and a quarter, or at 11s. per 10 hours :—

For December. (On duty 14 nights).

	£	s.	d.
27 days @ 8s. 9½d.	11	17	7½
4 Sundays @ 13s. 2½d.	2	12	9½
14 nights—2 hours O.T. each night, 2½			
days @ 11s.	1	10	9
	£16	1	1½
Plus 8½ % temporary allowance	1	7	3
	£17	8	5
Plus free quarters and less Sick Fund	0	2	0
	£17	6	5
My salary at £174 and £17 allowance p.a. after Pension and Sick Fund deduc- tions	£15	1	5
Difference	£2	5	0

My day averages, now that we are very busy, from 14 to 15 hours. He has two years service and I have nearly seven. Turner's pay for December will be more than Pearson's, less the 10% as he is a single man. Above is ordinary pay.

(Signed) E. L. BARKER, S.M.

W. Stevenson, Esquire.

(Copy.)

General Manager's Office,
Cape Town,
12th January, 1902.

Sir,

I am directed to inform you that the undermentioned gentlemen have been duly elected to represent the salaried staff (married and single) of the various Systems of the Cape Government Railways, and are desirous of approaching you personally with a view to some relief being granted to enable the salaried staff to meet the enhanced cost of living and high rents which obtain throughout the Colony.

Will you kindly state when it will be convenient to you to meet the deputation.

The following is a list of the delegates :—

Western System—Mr. T. A. Mundy.
 Mr. M. J. Healy.
 Mr. F. J. Smallman.
Midland System—Mr. F. Connock.
 Mr. A. M. W. Brown.
 Mr. J. J. Berry.
Eastern System—Mr. A. W. Mitchell.
Northern System—Mr. W. H. Wright.
Rhodesia System—Mr. T. Ford.

I am,

Sir,

Your obedient Servant,

(Signed), W. BARRON DAWSON,
Hon. Sec., Cape Town Committee.

T. S. McEwen, Esq.,
General Manager of Railways.

(Copy.)

G. 21551/84.

13th January, 1903.

Sir,

I am in receipt of your letter of the 12th instant, and in reply have the honour to inform you that I shall be prepared to meet the deputation on Saturday next, the 17th instant, at 10 a.m.

I have the honour to be, 1

Sir,

Your obedient Servant,

T. S. McEWEN.

General Manager, H.A.

W. Barron Dawson, Esq.,
Cape Town.

(Copy.)

From
General Manager,
16th January, 1903.

To
The Chief Traffic Manager.

S. 21551/207.

AGITATION BY SALARIED STAFF FOR INCREASED PAY.

With reference to your letters Nos. S. 19016/725, S. 7728/724, and S. 9928/759 of the 7th and 8th instant, I have to state that the subject thereof is receiving consideration.

(Signed) T. S. McEWEN,
General Manager, H.A.

MEMORANDUM OF MEETING WITH REPRESENTATIVES
OF SALARIED STAFF, HELD IN GENERAL
MANAGER'S OFFICE, JANUARY 17TH, 1903.

PRESENT :

Mr. T. S. McEwen.	Mr. J. Brown, C.M.G.
Mr. A. Robb.	Mr. G. C. S. Clark, C.M.G.

Messrs. Leask (Eastern System); Mundy (Western System);
Connock (Midland System); Wright (Northern System); and
James (Northern Section, Western System).

Mr. McEwen. Well, Gentlemen, I am here at a request you have made with regard to something that interests you very much. I know you Mr. Leask. Mr. Leask was my Clerk very many years ago. Then there is ?

(*Reply*). Mr. Mundy, representing the Western System. Mr. Connock representing the Midland System; then Mr. Wright representing the Northern System; Mr. James, the Station Master at Beaufort West, representing the Northern Section of the Western System.

Mr. Leask. We have been elected as delegates of the various systems, to interview you with regard to the payment of salaried officers. They have done me the honour on the Eastern System of electing me as their representative in this matter. I would like to ask you whether you would be good enough to let us have copies of the Minutes of this Meeting, to present to those whom we represent.

The staff at Bulawayo appointed a delegate, but that delegate has not been able to come.

Where, we had our meeting—we had a Conference yesterday—we found that the various Systems had made so many different requests that we considered them, and as far as possible embodied them in a petition I am going to read you.

We were unanimous in what we embodied in the Petition which will be presented to you, but each delegate will express the points which have been raised by those they represent. I will read the Petition :—

Cape Town,
17th January, 1903.

We, the undersigned, having been duly elected at meetings recently convened and held at Cape Town, Port Elizabeth, East London, Bulawayo, Kimberley, Beaufort West, and other centres, to represent the salaried staff of the several branches of the Railway Department, are deputed to respectfully approach the Government for some relief to enable us to meet the enhanced cost of living and high rents which have obtained, and continue to obtain.

In view of the recent concession made to the employees, we take it the principle is admitted, and that the necessity does not arise for us to prepare and submit schedules indicating the extent to which the cost of living, generally, has increased.

We respectfully submit that if the reasons set forth in the preceding paragraph necessitated the granting of relief to employees of all grades, the salaried staff feel that an injustice has been done them.

We desire, further, to adduce the following facts for consideration, viz. :—

- (a) Innumerable instances can, if necessary, be quoted where the wages of employees are equivalent to, or in excess of, the salaries granted to officers, whose emoluments are considered to be out of proportion to the pay of employees.
- (b) Members of the salaried staff, generally are trained men, whilst a large proportion of the daily paid staff have had little or no experience of railway work.
- (c) The recent $8\frac{1}{2}$ per cent. allowance, together with their quarters, places some of the foremen in a better monetary position than Station Masters, who can, therefore, scarcely command the respect due to them.
- (d) Employees are paid for all overtime, whereas the salaried staff receive no consideration in this connection, notwithstanding the excessive hours officers, especially at country stations, have to work.
- (e) The employees, married and single, have been granted the following allowances, viz. :—
 - 1st November, 1895, 10 per cent.
 - 1st December, 1900, 10 per cent. (with certain allowances).
 - 1st November, 1902, $8\frac{1}{2}$ per cent. ;
 - a total allowance of $28\frac{1}{2}$ per cent.

Against this, a concession of 10 per cent. was made in March, 1901, to married members of the salaried staff not in receipt of a salary in excess of £300 per annum ; the position of the single officers—even those earning but modest incomes—not being dealt with.

- (f) The Standard Bank of South Africa has granted £4 and £2 per mensem, without regard to status, to married and single clerks respectively.
- (g) Employees enjoy other advantages, such as concessionary tickets, uniform, and free quarters; and
- (h) Salaried officers, married and single, have, of necessity, to maintain a higher social standing than the employees.

In conclusion we humbly urge the Government to earnestly consider this petition. We feel convinced that, having tried to indicate our anomalous position, any relief that may be granted will at least be equivalent to that recently afforded the employees in that branch of the public service we have the honour to represent.

(Signed) GEORGE LEASK (Chairman).
Eastern System.

(Signed) E. MUNDY.
Western System.

(Signed) FRED. CONNOCK.
Midland System.

(Signed) W. H. WRIGHT.
Northern System.

(Signed) A. R. JAMES.
Northern Section, Western System.

Attached to this petition is another which has been transmitted giving the Resolution of a General Meeting which was held at Bulawayo and signed by a Committee composed of Members of the different Departments :—

PETITION TO THE GENERAL MANAGER OF RAILWAYS.

At a General Meeting of the “Salaried” Staff, Rhodesia System, held at Bulawayo on Thursday, 8th January, 1903, the following resolution was unanimously adopted :—

We, the undersigned, members of the “Salaried” Staff of the Traffic, Accounting, Locomotive and Engineers Departments of the Rhodesia System, beg to endorse the action of the various Committees appointed elsewhere, and fully concur with the reasons advanced therein, on the grounds that our present emoluments are inadequate to meet the necessary expenditure to maintain our status as Officers of the Department; and in doing so we emphatically wish to draw attention to the disparity between the emoluments granted to the “Daily Paid” employees and the “Salaried Staff,” as we feel that the “Salaried Staff” should be at least placed upon an equal footing with the “Daily Paid” employees.

After a perusal of the various draft petitions with which we have been favoured we feel that it is unnecessary to reiterate the various reasons advanced.

(Signed) A. BAIRD AND 55 OTHERS.

I have much pleasure in presenting these and in accordance with the permission you have granted us I should like to state briefly what the Eastern people represented. The position of the Eastern people is that the whole of the Staff is underpaid from the highest position down to the lowest grades; the outside men employed in similar work are paid far better than the Officers on the Eastern System. Therefore they desire that twenty per cent. increase to all grades of the Officers in the Service be given, that is to say:—the ten per cent. temporary increase made permanent and ten per cent. added in addition. They desire this also for the juniors who did not receive the ten per cent. temporary increase. It seems a large demand and although it is a large demand the position with a lot of our juniors at present is this. During the present month five clerks have left or are leaving.

There was an officer round on the Eastern system who had an inducement to leave the Service, and although he was anxious to remain he accepted an offer and he has been replaced by an officer of higher salary. Then the position with regard to the Traffic Department. At the present moment there are a large number of junior clerks simply waiting to hear the result of this meeting. We wish to conduct this business in a moderate spirit and in the loyal spirit we have always tried to serve the Government. They are waiting for the decision. If no response is made to their request there will be a large number of them leaving, because they can get better pay outside than in the service, and the temptations of the Central South African Railways are so strong at present that they snap up our best men. The accounting department complain of the salaries that are being paid also.

One man, for instance, dealing with £27,000 per month, receiving and banking it, receives 8/6 per day with ten per cent. allowance.

The General Manager. Does that include the ten per cent. allowance?

Mr. Leask. 8/6 plus the ten per cent. allowance. One young fellow who goes with the Pay train only gets £12 per month; and the Officer who acts as Paymaster and who deals with about £40,000 per month, gets with the title of Assistant Paymaster £300 and the ten per cent. allowance; and men doing similar work for the Harbour Board, but on a very much smaller scale, get much more; and the Officials there are paid generally much better than Officials on our systems.

(*Mr. Leask* made a comparison between the wages paid to enginemmen and other employees in the department and those paid to salaried officers. He mentioned among others the case of drivers receiving about £30 per month while the loco foreman was only receiving £28 6s. 8d).—[See Appendix A. and enclosures to minutes 19th instant.]

With such a state of affairs men cannot treat their superior officers with proper respect. The grievance is a very great grievance. Seeing that these men draw large amounts for overtime, there would not be such complaints if the salaried officers were paid for overtime. Of course, I do not know whether this course is a desirable one. We have asked for an increase of salary.

Personally, I do not think that salaried officers should be paid for overtime. I think I will not go further with my remarks. They will be followed up by the other gentlemen. I would like to add that the complaint all round at East London is that the men with daily paid wages are being better paid than their superior officers on account of overtime. There is a coal man being paid in the stores department better than the clerks there. And the complaints of the station masters are of a similar nature. So that I will not enlarge any further, and in putting the petition before you we have every confidence that anything that is reasonable and in your power to do you will do.

Mr. Connock. The Committee on the Midland system have passed a resolution asking for the present 10 per cent. temporary allowance to be made permanent, and that 10 per cent. be given to single officers who did not get that allowance, and an additional 10 per cent. be granted to all salaried officers and be retrospective from November last; but as we did not all agree on this point Mr. James and I agreed to waive that to be unanimous.

Another point is that the railway station masters get 10/- a day expenses for the first month and after the first month half expenses, while a foreman gets the 6/6 rate all through the whole period, so that in three months a relieving station master would be drawing £30 and the foreman £29 5s., a difference only of 15s., whereas a station master would have to pay more for board than the foreman. Then there is the accounting department at Port Elizabeth. There is a clerk there drawing £214 and the 10/- allowance per month, and he handles £11,000 per month. He makes a comparison with his position and that of a checker, with no responsibility beyond checking goods, and for that drawing as much as £20 per month, and it is just the same in the locomotive department. Then there is the case of certain station masters who have inspectors under them. The inspectors may be sent out to relieve station masters, perhaps at an adjacent station, and the station master would often be compelled to do foreman's work, but the station master would get nothing for doing that work, whereas a man relieving a station master would draw extra pay. Another case I was asked to bring forward is one of the inspectors at Rosmead, was made a station master at £180 a year. A man was put in his place at 12/- a day. His salary comes to over £20 per month, with regard to anomalies generally you have a statement. I have been in the Service seventeen years. I have had to qualify for the position I hold by going through the different departments, and have had to have the necessary qualifications. I used to have the train arrangements to make for about 200 miles of line; I have now to deal with about £5,000 a month in cash. There are two foremen of eight and nine years' service under me with no great qualifications. They are responsible for nothing beyond trains, crossings, collecting tickets, and such like. They are receiving more money. These are not isolated cases. It is the same in other departments.

The General Manager apologised for having to leave the Meeting. He said: "The matter will have due consideration. I am not going to say whether I sympathise with you or not, but I

am pleased you have come to me and told me if there is anything wrong. It is my business to deal fairly between the men and the Government. If you leave the matter in my hands the matter will have due consideration, and what the result will be is a matter for the Government to decide, because, as you are well aware, what is done with one branch of the Service will have to be done to all. But I want you to express yourselves freely, and should like to see you on Monday before finally telling you what I have to say to you. I think I ought to hear all you have to say, so under the circumstances if you will arrange to come and see me on Monday, at 3 p.m., I will meet you then."

MEMORANDUM OF MEETING WITH REPRESENTATIVES
OF SALARIED STAFF HELD IN GENERAL
MANAGER'S OFFICE, JANUARY 19th, 1903.

PRESENT :

Mr. T. S. McEwen.
Mr. J. Brown, C.M.G.

Mr. A. Robb.
Mr. G. C. S. Clark, C.M.G.

Messrs. Leask (Eastern System); Mundy (Western System); Wright (Northern System); and James (Northern Section, Western System).

Mr. Leask : There is one point I have been asked to raise on behalf of the delegates, and that is, in case you are unable to give us something definite to take home with us, would there be any objection to our interviewing the Commissioner or the Premier ?

The General Manager : There is no objection to your interviewing anybody, and as I deal with the Commissioner I am quite prepared to ask the Commissioner whether he will give you an interview. We might complete the business, and then that question can be raised when the delegates have said what they have to say.

Mr. Mundy : As representing the Western System, I need not offer a long dissertation on the whole question of the anomalies in the pay made to the daily paid men and the salaries paid to the clerical staff. I am prepared to submit figures indicating, taking into consideration the length of service and responsibility and social conditions under which clerks both single and married generally work, that their rates of emolument are disproportionate in comparison with the daily paid men. They are all round better paid. From information I have gained at Cape Town it has been represented that messengers holding irresponsible positions are drawing as much as clerks on my section of the work, some of them with eight years experience in railway work; and we think that if a comprehensive statement could be prepared by the various Heads of Departments shewing the length of service duties and responsibilities of daily paid men, together with similar information with regard to clerks, whether married or single, that there would be further indications of the disabilities under which we work. I also found that men taken on as temporary checkers are put into

offices and do work for which they are being paid 7/6 upwards plus 10% and 8½% besides which they are paid for overtime and perform duties for which an experienced clerk gets only £11 and £12 per month. This is not fair. We also consider that overtime should as far as practicable be discouraged; and we represent that a fairly paid staff a contented one, is best for the Service, and more loyal than a discontented one. Then with regard to single clerks especially, I plead for them—having gone through as a single man and a married man. A single clerk comes out here at £12 per month from which he has to pay for board, washing, train fare, lodging being cheaper in the suburbs. It leaves him very little at the end of the month to keep himself respectable and find himself with clothes and other necessities; and although clerks with some years experience may come out here leaving positions at £60, £70 and £80 per year he expects to get something better than he leaves and of course is disappointed. This is the experience I have suffered and other clerks have suffered. Then there is another thing with regard to increments. I believe, speaking for the Traffic Department, that some years ago there was an Officers' meeting at which it was laid down that clerks up to £200 a year should receive annual increments subject to the approval of the head of his department of £12 per annum. Those over £200 and not exceeding £300 £15 per year. It will be found that clerks working at the more important stations and also in the Traffic Managers' and Assistant Traffic Managers' offices have more responsibility than is the case with what we might call the lower graded clerks, but notwithstanding that, they are recognised on the same basis with regard to increments. We might take an instance. Take the first clerk of a station who generally takes the indoor responsibility, while the Station Master assumes the whole responsibility, he gets an increment of £12. Perhaps another clerk whose duties are more onerous and hours of work not so long, is given a similar increment. We think that this scale if any exists, might be abolished. We are given to understand that in some of the other branches of the Railway Department no such scale does exist.

We simply draw attention to what we consider an anomaly in regard to the doling out of the increases. Furthermore, there are the clerks up country—single men—I have in view one or two cases where they are paying £6 per month for food. They have to doss down as they say at any place available. They are not comfortable, and prone to be discontented in those circumstances.

In regard to the reference made in the Petition to the Banking Houses, I have ascertained definitely from the staff in the Standard Bank that during the war a monthly allowance of £5 was made to married and single men alike. On the declaration of peace, this special allowance was reduced to £3, and at a later date was reduced to £2. Then the clerks (or the salaried officers) petitioned in the usual way to the Directors and the result was that £4 and £2 was given to married and single respectively irrespective of status.

That is the matter referred to in the petition.

I have been asked to mention the question of seniority in regard to any proposed allowance to be made to married men. If, for instance, a single man draws £200 and a married man draws £195, a single man in that case is the senior; but in the event of the Government deciding to merge this temporary allowance of 10 per cent. given to married men, will that place him in the position senior to the single clerk who was hitherto his senior?

It has occurred to my Committee that in connection with the petition handed in, it may be argued that if any concession is allowed to the clerks in the Railway Department, *ipso facto* clerks in the other branches of the Civil Service will naturally expect similar concessions. Well, against that, we say that taking into consideration everything, the men's training, the experience and the responsibility, the clerks in the other branches outside the railway are paid at a considerably better rate than we are. I am personally acquainted with clerks in the other branches of the Service whose annual increments are not tied down to the hard and fast rules of £12 and £15 per annum. Again, in the other departments one man may be more gifted than another and the head of the department has recognised this by giving an increment slightly in excess of that given to the less gifted, I know instances of that kind.

I have a statement showing the equivalent salary in pounds of the daily wage of a married employee, &c., under the new circular. This calculation assumes that he is paid for every day of the year but takes no account of the overtime for which every daily paid employee is now paid at the rate of time and a quarter. The calculation includes:—

1. Rate of pay plus 10 per cent.
2. Amount of pay plus $8\frac{1}{2}$ per cent.
3. Sundays counted as time and a half.

In addition to this station foremen have free quarters.

Rate per diem.	Equivalent salary per annum without overtime.
5s. 0d.	£116
5s. 6d.	128
6s. 0d.	140
6s. 6d.	152
7s. 0d.	163
7s. 6d.	175
8s. 0d.	187
8s. 6d.	198
9s. 0d.	210
9s. 6d.	222
10s. 0d.	233
10s. 6d.	245
11s. 0d.	257
11s. 6d.	268
12s. 0d.	281

I have also a statement showing the comparative rates of pay to the principal clerks at stations on the Wynberg line, and that paid to daily paid men.

EXAMPLES.

Principal Clerks at stations at Salt River, Mowbray, Rondebosch and Wynberg are in receipt of £156 per annum (less pension fund). Other grades at the same stations compare as follows :—

Clerks @	£96	Porters @	6 6	£152
"	@ £100			
"	@ £120			
"	@ £132	Collectors @	7 -	£163
"	@ £156			
		Shunters and		
		Signalmen @	7 6	£175
		"	@ 8 -	£187
		Signalmen @	9 -	£210
		Foremen @	9 6	£222 and quarters.
		"	@ 10 6	£245 and quarters.

I am also informed that officers in the Maintenance Department, that is, the salaried men, sub-heads, get considerably less in some cases than labourers who are not skilled artisans: that is, salaried officers in the Maintenance Department, such as Permanent Way Inspectors, Signal Inspectors, they receive salaries which are not in excess, and they are often paid less than unskilled employees under them. That is, of course, counting overtime.

Mr. Wright : As representing the Northern System, I should like to say what the previous speaker has said equally applies to the Northern System. We had a large meeting of the Salaried Staff at Kimberley, and the general feeling was that we were very much underpaid, and numerous instances could be given where the wages which are now given are in excess to what is paid to the salaried officers with longer service. In looking through the Traffic Lists I see the Station Foreman at Beaconsfield received last month £18 (?) per month or over £200 per annum. That is a far higher salary than is paid to the Station Master at Modder River or Hout Kraal. Why I mention this is because this man came to me and asked me to give him a recommendation to get employment, so that I know he has not been in the Service more than two years. In the Engineering Department I can quote another case of a shop foreman or leading hand. He joined the Service eight years ago at 8 6 per day. Last month his wages were £25 5s. 0d., or 15/- less than the Works Inspector, who is, of course, senior in the Service. The Inspector, who has far more important duties, should receive £8 or £10 a month more than he does. Under the present system he receives about 15s. more, and being a salaried officer he may be called upon at any time to perform extra duties for which he receives no extra remuneration. It is a remarkable thing that if you go to Kimberley, it will be found that a number of men who are holding appointments in De Beers and other commercial houses, were formerly in the Railway Service. I have been in Kimberley for the last eleven years, and have found that when commercial people are in want of a man, they do not go to the Post Office or any of the other Departments, they come to the Railway Department. It may be

because the Railway Department is the worst paid. A short time ago the Secretary of the De Beers Society wanted a clerk—a typewriter. They asked me whether I could recommend a certain person. They asked what wages he was getting. I said he was getting £11 or £12 a month. He said, “If you recommend that man I will give him £20 a month to start with.” It has been said that if any concession is made it will affect the other branches of the Government Service. I should like to say that the other branches of the Service are paid better than those in the Railway Department. I can quote several cases. Here is a personal case. I have a younger brother in the Civil Service. He entered the Railway Service five or six years after I did. His increase this year was £50. My brother-in-law, Mr. Shaw, also in the Civil Service, not in the Railway Department; he is ten years younger than I am; he got £40 increase; he is in the office of the Civil Commissioner, my brother is in the office of the Commissioner of Police. I have enquired into the salaries, and could mention others; but these are my own relatives, and I know the increases they have drawn. I have been twenty-one years in the Service, and the last increase I got was £20, which was an increase in my salary from £300 to £320; which really was no increase at all, because my temporary allowance was reduced correspondingly. I do not wish to take up your time any further, sir. I should like to say in conclusion, the salaried staff at Kimberley do feel the excessive cost of living. A permanent-way inspector pointed out to me that he was being charged 1s. 2½d. for frozen beef at Vryburg. As I was coming through Orange River, too, another inspector spoke to me as to his rate.

Mr. James: I will say, sir, that it would be somewhat needless to traverse the ground gone over so ably by my predecessors. I am in hearty sympathy with what they have said, and more particularly that one part of the previous speaker's that was about the high cost of living. In the Karroo, more particularly with meat and vegetables, the price is almost prohibitive. I think some local allowance might be considered, and, at any rate, if that cannot be entertained, provision made for the free transport of vegetables and meat. I may mention, incidentally, we in Beaufort West have taken the initiative in that respect so far as meat is concerned. We get meat up together by rail, and distribute it among ourselves. That is a little help, but of course, we have to pay railage; and if we are to get relief in some direction, if we do not get the meat conveyed free, you might consider some other suitable way that would give us help. Another matter I would draw attention to is the contract price, of provisions now being obtained from Cape Town, has gone up, I have gone through the price list, and, in many instances, the prices are higher, and we cannot buy locally except at very high prices. There is one other matter I wish to speak as a delegate about. It is not in the general petition. That was with regard to the salaried officers, whose house-rent counts part of the salary, should be allowed free quarters, and the amount now deducted should be paid in cash as part of the salary. An officer from whom 1s. 6d. should be deducted, for instance, should be

paid 1s. 6d. and quarters allowed him free. This would put us in our true position. This refers more particularly to stationmasters.

For very many years I was at Cape Town Goods receiving £261. The General Manager said he would like to give me more, but the position did not warrant it; and if I went to a station I would get an increase, and he offered me Malmesbury. The increase I got was in the way of free quarters, but, of course, that was very acceptable; but it was considered as part of my emoluments. The foremen are really being paid over our heads; they are given free quarters, whereas this is reckoned as part of our emoluments. If the 1s. 6d. was given us in cash as an increase, it would put us in the same position as we previously occupied with regard to station foremen. My station foreman is in a better position than myself by one or two pounds. He has been given a free house. That house is also better than my own. My own is a death-trap. He has a better house and is proportionately far better paid. I would mention another instance of the disparity in the payment of stationmasters and foremen. The stationmaster at Laingsburg informs me that his foreman—a coloured man—received in November £2 more than he did himself. It has been asked by some of our people that I should touch on the question of overtime. I have been twenty years in the Service, and I have been paid three times for overtime. We do not expect it as a rule; it has been so customary to work when called upon that we have not looked for increased emoluments, especially for that increased work. On the other hand we think we might be given something in lieu of that, by treatment similar to that embodied in the petition.

Mr. Leask: I should like to know whether you have been supplied with a detailed statement showing the position of stationmasters as compared with station foremen on the Eastern system. That was sent to me on Saturday afternoon. I desire to hand that statement over, as also this statement shewing what I referred to previously. I should like to mention a personal matter. I have been in the service for twenty-eight years and should like to mention the increased cost of living. When Mr. Easton was round examining us in East London, I stated my household expenses were £10 per month. I would now put it down at £15. I would also press the matter further with regard to the single men. I think everything possible to be done should be done. Everything that can be done to encourage deserving men of ability to remain in the Service. Unless they get better treatment at East London I think a good many of them will be leaving.

Mr. McEwen: Now there was something else you wanted to speak about.

Mr. Leask: We had the feeling that unless something definite could be given us to take back with us to those whom we represent, we were wondering whether it would not be desirable for us to interview the Commissioner and Premier.

Mr. Mundy: My own view was that in the event of any representations which you would be good enough to make on our behalf to the Commissioner which were considered and in the event of the Prime Minister being obdurate, whether it would be practicable

for a deputation to wait on the Prime Minister ? That is the feeling of the clerks I represent. If the Prime Minister decides not to take heed of our appeal would he sanction a deputation to wait upon him with the object of endeavouring to demonstrate the unsatisfactory position of the clerical staff in comparison with the daily paid staff. What is good for one is good for the other. There is a presentiment that Sir Gordon will turn a deaf ear on us. That is the feeling we have.

Mr. McEwen : With regard to your question, I may say in connection with this matter that you have brought forward a great many things which shew that there are certain inconsistencies in the service, and you justly come to me to ask a remedy. I do not know whether the Commissioner will agree to what I, as General Manager, will propose after consultation with my officers. I cannot say whether the Commissioner will send it forward to the Prime Minister. But my advice to you is that you leave this matter in my hands and I will place the whole matter before the Commissioner : and if the result of our consultations, and the result of any recommendations which may be made are not satisfactory to the Staff, then I think it is but perfectly fair that you, as representing the clerical staff of the Railways, should come to me and say "We should like either to see the Commissioner or the Commissioner and Premier together." I do not think there is any question about the desirability of seeing the Ministerial Heads of Departments. I think you should first try and deal with him through your Official Head. That is the way the business should be done. I have the feeling that if you want the Commissioner to listen to you I have no objection to your seeing him yourselves. I am quite prepared to ask the Commissioner to see you at once. I have no desire to stand in your way. But on the other hand I am certainly of opinion—you have laid your case before me and if you do not get satisfaction there—there will be no objection to your going and seeing the Premier and Commissioner. But you had, I think better leave the case in my hands ; and after consultation with the officers as to what is to be done certain recommendations will be made whether they will please you or not I am unable to say at present. The question requires a great deal of consideration, not only in connection with what you gentlemen have stated of the anomalies that exist in our own Service, but also in other branches of the Public Service. As a matter of fact the whole Civil Service has come up for judgment and when the thing is considered and adjudged someone has a great task before him. But that is not the object I want to lay before the Commissioner. I want to be able to lay before him what is fair and just in the interests of the men, men who are in the Service just like myself. I therefore would say "Do not go to the Commissioner just now." That is my advice.

Mr. Mundy : We have no desire. It is only when your efforts on our behalf have failed.

Mr. McEwen : I do not say I will make any efforts.

Mr. Leask : There is no desire to go in any other way than through the ordinary channel. We are perfectly satisfied to leave

our whole case in your hands to go through the ordinary channel, but should we get no satisfaction, we should like to see the Commissioner before we go. I have to stay until to-morrow night and I think the others too.

Mr. McEwen : Do you think that between now and to-morrow night it is going to be settled? Is it reasonable? I am afraid not. If you want to see the Commissioner you had better see him. I will ask him to fix a time to see you to-morrow.

Mr. Leask : We are perfectly satisfied if you will do what you can for us. We put our confidence in you. We have proved that by our past service. We want to be loyal and after what you have told us now there is no desire to go through any but the ordinary channel, in a constitutional manner.

Mr. McEwen ; I think you have done very wisely in your own interests. As you know the Commissioner is open to see you. I would have been the very last man to have stopped the way. When the time comes, should it come for you to see the Commissioner or Premier, no obstacle will be put in the way. With regard to your petition, it covers a very considerable ground. It touches upon money matters which require a great deal of careful consideration. You have taken some of the words out of my mouth by contrasting this branch of the Service as against the other branches in so far as the difference in rates, difference in scale of increases; and indicated more or less something of the nature of work. Now I may as well tell you straight away in connection with the other branches of the Service that I feel perfectly sure—I am saying this deliberately—that when I go to the Commissioner, I feel perfectly sure he will say what he said in connection with the petition of the men that the matter will be a Cabinet one. He will have to deal with the Service as a whole and in connection with the men that decision was not only given by the officers in the first place, but in that case the Cabinet deliberately considered on a certain course of action and the decision was then given; and in connection with this matter of the pay of the clerical staff, we as a Railway Department employ a very large number in comparison to the other Departments, we are principally interested in this thing; and I feel perfectly sure that any effort that may be made on your behalf will be met at once with the reply that before anything can be done it will have to be considered in connection with the other branches of the Civil Service. I am giving you my opinion. There is no doubt that the recent change has caused many strange anomalies. I think it must always be considered that according to a man's responsibility so should be his pay; and in recommending this increase for the men there was no intention of placing them in a better position than the other Officers of the Service. The questions you have put to me in regard to checkers, clerks, and so on are very numerous. Of course, there are junior clerks and senior checkers, and all sorts and conditions of men. With regard to the married clerk getting £195, and the single clerk getting £200, and how he would be affected, there can be no question as to who the senior man will be. But that may lead to abuse. It will

appear that so and so drawing a larger salary is the senior man and by virtue of his salary would fall into any vacancy. That is what we want to guard against, but it is a very difficult matter to remedy all these things at once. With regard to the payment to married and single men that is a question that has been raised time after time. You see a married man gets a stake in the Colony and hasn't simply a tooth brush to pack away when he moves and that is where political economy comes in. Now these things have to be gone into very carefully. There are inconsistencies in nearly every large Service. To bring up the question of the cost of living, everybody says the same thing, and I believe the cost of living is about as high as it has ever been. Mr. Leask has given us a statement that his expenses have gone up from £10 to £15. Perhaps that is because he has doubled himself. That is a different one altogether. (*Mr. Leask*: No, I was married at the time). You consider your expenditure has gone up 50 per cent. Mr. James has pointed out the question of the difficulty in obtaining meat at Beaufort West. Mr. Wright, the cost of meat at Vryburg, there is no question about it, the prices are something tremendous. No one for a moment denies it. It has been urged that the increase of salaries has not gone up with the increased cost of living and comparisons have been made between the salaries and wages that are paid. You have discussed the matter at length. With regard to the question of the transport of meat and vegetables for up-country stations. That will be considered with the other things, but I am not prepared to say whether I will consider it favourably. I do not see how far it will go. I think it would be better if you had to pay in the first instance and obtained a rebate afterwards; but that will be considered. With regard to the contract price of our provisions, I was not aware of the price being higher now than under the previous contract. What is the percentage? (All round about five per cent.) Then an inconsistency with regard to Laingsburg has been pointed out. Well, that seems an extraordinary case, but these cases will occur. The point I have to look into is this. It is one that affects you all, There must be one thing that governs the value of a man's service. It is the value of his work. It does not matter how long he may have been in the Service. The question is whether it is worth a certain amount. That will have to be the position to be taken up. Now, your petition will be presented to the Commissioner with the recommendations of the Officers. That cannot be done in a day or two. Gentlemen, you know it is a busy time just now, but as soon as we have considered the matter, the whole thing will be placed before the Commissioner. You may not get an answer for some little time, and if in the meantime there are men leaving the Service I cannot help it. When there is an increase of business at Port Elizabeth and East London—I don't know whether it is the same in Cape Town—if a man is wanted and he chooses to leave the Railway, he goes. The Merchant is not particular to a £ or two. I have not heard of a case such as Mr. Wright quoted from £11 to £20. I do know lots of men who have shewn themselves capable clerks, and when I have been going up

the town of Port Elizabeth have seen them come out of business houses. We will never be able to stop it. We have been a training ground in the Colony for a very long time and a very large number of men have left the railway and have done well for themselves and to-day are really in a much better position than what they would have been had they remained. I do not say that to encourage men to leave the Railway Department, but I recognise that men who have brains and ability if they get a good offer they generally take it. That is the case with the younger men before they get into the groove we all know so well. It would be rather selfish to keep them back. But that is not the point. The question I have to deal with is whether we are doing fairly by our men? Are we paying sufficient in consideration of the amount that is paid outside for similar work? In telling you that these matters will receive consideration in connection with the representations you have made, that is all I can do. If you leave the matter in my hands, I make no promise, I will try as far as I can to deal fairly between you as representing the clerical staff, I as the go-between practically between the Government and yourselves; and I only hope when the reply comes that my recommendations will be acceded to and that you may find the result satisfactory.

Mr. Leask: We give you our hearty thanks for the reception you have given us and the patient hearing. You have listened to what we have had to say, and we feel perfectly safe and are satisfied to leave matters in your hands and in the hands of your brother officers. We leave it in confidence. The more we get the more thankful we will be.

Mr. Mundy: I quite endorse the sentiment.

Mr. Leask: We paid our fares when we came round.

The General Manager: Oh that will be refunded and you will have free passes back. Next time you come down I will make arrangements for your comfort also. Now gentlemen, my interests and your interests are very much the same. All I have to do is to be fair and square between the Government and the Staff. That is what I am here for.

Copy of a telegram from Leask, Engineer's Department, East London, to General Manager of Railways, Cape Town, dated May 14, 1903.

Committees of delegates on all systems concur unanimously in respectfully asking for an answer to request made at interview with you and other head officers on 17th January last, within ten days from date, and if no such answer can yet be given they ask that the delegates be allowed to interview the Premier and Commissioner as promised by you at aforesaid interview. The daily paid men's complaints were dealt with almost immediately, but four months have passed and staff have been loyal and constitutional.

Copy of a telegram from Leask, Engineer's Department, East London, to General Manager of Railways, Cape Town, dated May 14, 1903.

Large meetings have been held at Beaufort West, De Aar, Port Elizabeth, Kimberley and here. All are unanimous in this matter.

*(Copy).*General Manager's Office,
Cape Town,

May 15th, 1903.

S.21551.493.

G.M.R.,

Inform them what is provided on the Estimates, as per list on other side. Increase to be given except where anything against clerk. After they are informed of this if they still desire it they can send a deputation to me on my return to C.T. on the 29th.

(Sgd.) A.D.,

16.5.03.

AGITATION FOR INCREASE.—SALARIED STAFF.

The Commissioner.

Forwarded for the favour of your perusal.

I have told the deputation that the matter is under the consideration of the Government, and that the Right Honourable the Prime Minister had appointed a Committee to go into this question of the increase of salaries.

An answer can be given at once, if you desire it, by stating that the Estimates provide for a double increase to officers getting £180 per annum and over, up to £650, and for a double increment, or scale increase of £15 per annum, plus £10 special, to officers getting from £120 to £180 per annum.

By order,

(Signed) ALEX ROBB,
For General Manager.*(Copy.)*General Manager's Office,
Cape Town,

May 20th, 1903.

Sir,

I am desired to acknowledge, with thanks, the receipt of your letter of the 19th instant giving the decision of the Government in regard to the emoluments of the salaried staff, and to inform you that the following resolution was passed at a meeting of my Committee on the 19th idem :—

“ That the General Manager be asked to kindly state whether the increases mentioned in his letter of the 19th instant as having been included in the Estimates for the ensuing

financial year are, in the case of married officers, in addition to the 10 per cent allowance at present drawn by them "

Will you kindly state whether this is the case ?

I am, Sir,

Your obedient Servant,

(Signed) W. B. DAWSON,

Hon. Sec., C. T. Committee.

The General Manager of Railways,
Cape Town.

(Copy.)

COPY OF A TELEGRAM FROM LEASK, ENGINEER'S
DEPARTMENT, EAST LONDON, TO GENERAL
MANAGER OF RAILWAYS, CAPE TOWN,
DATED MAY 20, 1903.

Further to my wire of yesterday. Am I right in concluding that proposed increases include the present temporary allowance and that they are not retrospective.

COPY OF A TELEGRAM FROM THE GENERAL MANAGER
OF RAILWAYS TO LEASK, ENGINEER'S
DEPARTMENT, EAST LONDON,
DATED MAY 20, 1903.

Your wire—Proposed increases are not retrospective—Question of allowances under consideration and further reply will be sent you.

(Copy.)

General Manager's Office,
Cape Town,
20th May, 1903.

S.21551 GM 631.

AGITATION FOR INCREASE—SALARIED STAFF.

The Commissioner,

I understand from the Treasury that the other Departments are merging the 10 per cent., which was granted as a temporary allowance to married men on the 1st March, 1901, on account of the increased cost of living, into the two increments, which it has been arranged shall be provided for on the Estimates.

This would mean, to give you an instance, that, if a married man is drawing, say, £250 a year, he receives £25 as 10 per cent. married men's allowance, and, as the increment would be two £20's—£40 by merging the temporary allowance into the increment, it would only mean an increase of £15 per annum to his

present emoluments, although £40 has been added to his permanent salary. Of course, it would do away with anomalies which have been created by the special allowance to married men, and would also prevent what is considered a somewhat excessive permanent increase in the shape of the crystallizing of the 10 per cent. into salary plus two annual increments of £20. On the other hand, it must be clear to you that, if this 10 per cent. temporary allowance is merged as part of the two increments, the clear amount of increase means, to a man receiving £250 per annum, only £15 a year, which, I believe, it was not your intention to be the case. It certainly was not mine in framing the estimates.

At the same time it must not be overlooked that by adding the present 10 per cent. allowance to salary a permanent, and somewhat unfair, advantage is given to the men enjoying the allowance, *e.g.*, in the case of a man who draws £300 per annum at present, which is the limit to which 10 per cent. was given, his pay is £300 plus 10 per cent., and with the two £20 increments, would make it £370 per annum. Now, take a man at £340 per annum, married, he gets no 10 per cent., and receives two £20's—£40, which brings him up to £380, as against the other man's £370.

There would seem to be no good reason why the difference in pay, which apparently would be warranted by the work performed by, or the abilities of, the two men, should not be maintained.

(Signed) P. E. P.,
for General Manager.

(Copy).

General Manager's Office,
Cape Town,

S.21551/510.

20th May, 1903.

Sir,

In acknowledging the receipt of your letter of the 20th instant, I have the honour to inform you that the subject thereof is receiving attention, and that a further communication will be addressed to you at as early a date as practicable.

I have the honour to be,

Sir,

Your obedient Servant,

(Signed) P.E.P.

for General Manager.

Mr. W. B. Dawson,
General Manager's Office,
Cape Town.

*(Copy).*General Manager's Office,
Cape Town,

S.21551/819.

29th May, 1903.

(Copy).

G. M. R.,

Arrange for Delegates to see me at
11 a.m., Saturday the 13th.(Sgd.) A.D.,
30.5.03.

AGITATION FOR INCREASE—SALARIED STAFF.

The 10 p.c. temporary allowance to
married men drawing under
£300 is merged in the two
increments.

(Sgd.) A.D.,

The Commissioner,

1.6.03

With reference to my letter, No. S.21551/493 of the 15th instant, and your endorsement thereon, dated the 16th idem which is returned herewith for convenience of reference—I desire to inform you that I despatched the following telegram, on the 18th current, to Mr. Leask, the chairman of the delegates who interviewed me, viz. :—

“Your wire of the 14th, re application for increased salaries to the staff. Am now in position to inform you that provision has been made on estimates for next financial year for following increases to be granted in the cases of clerks and those of superior rank, namely: those drawing salary from £120 to £180, total increase of £25 consisting of £15 scale and £10 special, stop. From £180 inclusive to £340, total increase £40, being £20 scale and £20 special, stop. From £340 inclusive to £450, total increase £50, being £25 scale and £25 special, stop. From £450 to £650 an increase of £50. It is proposed to grant these increases, except when there is anything against the officer. If after the delegates are informed of this they still desire to interview Commissioner he will receive a deputation on his return to Cape Town on the 29th inst.”

to which the following reply was received, viz. :—

“Re clerical staff emoluments, thank you for your wire of yesterday date. Will communicate contents to delegates.”

On the 26th instant, Mr. Leask sent a further telegraphic message as follows, viz. :—

“Considerable dissatisfaction is expressed by the systems. It appears desirable that delegates should interview the Premier and Commissioner. Will you please arrange

for interview on 2nd or 3rd proximo, if possible, and advise. We thank you for what has been promised." to which I sent the subjoined reply, viz. :—

"Your wire 26th. The decision having been conveyed to you that provision has been made on the Estimates for the following increases, namely, from £120 to £180, total increase of £25, consisting of £15 scale and £10 special. From £180 to £340, total increase £40, being £20 scale and £20 special. From £340 inclusive to £450, total increase £50, being £25 scale and £25 special. From £450 to £650 an increase of £50, I am unable to see why you should wish to interview Commissioner and Premier. Wire full particulars."

Mr. Leask thereupon telegraphed as follows, viz. :—

"Your wire 26th inst. replies received from delegates as representing their system views as follows, viz. :—*Eastern.* Begins. Resolved to thank Railways for offer and accept same generally. Further resolved to ask if higher grading and increased scale will be permanent and whether officers who have had increases during present financial year will participate. Ends. *Midland.* Begins. Wish to be assured of the 10 per cent temporary allowance being merged in the salaries before accepting and the proposed increases to be given in addition, and to date from November 1st, 1902. Ends. *Northern.* Begins. Wish to urge increases now offered dating from November 1st, 1902. Ends. *South West Trains.* Begins. Press for special Karroo allowance and that the increases should date from November 1st last, they take same view as Midland with regard to temporary allowances. Ends. The desire to interview Premier and Commissioner comes from Midland, Northern and South West Trains. There are minor points which consider could be settled in correspondence with yourself."

I shall be pleased to receive your instructions in the matter.

By order,

(Signed) ALEX. ROBB,
for General Manager.

(Copy).

General Manager's Office,
Cape Town,
June 4th, 1903.

S.21551/904.

AGITATION FOR INCREASED SALARIES.

Sir,

In continuation of my letter No. S.21551/310 of the 19th ultimo, I have the honour to subjoin, for the information of your Com-

mittee, copy of a telegram addressed by me to Mr. Leask on the 2nd instant, viz. :—

“Your wire of 27th. Commissioner will interview delegates
“at 11 a.m. on Saturday, the 13th instant. The ten per
“cent. temporary allowance to married men drawing
“under £300 is merged in the two increments.”

I have the honour to be,

Sir,

Your obedient Servant,

T. S. McEWEN.

(Signed), P. E. P.,
for General Manager.

W. B. Dawson, Esq.,
General Manager's Office,
Cape Town.

(Copy).

Cape Town,
13th June, 1903.

Sir,

We have the honour, on behalf of the several salaried staff whom we represent, to tender our thanks to the Government for the consideration it has given to our application for special increased emoluments.

We also desire to express our appreciation of the patient hearing you and your officers have given us, and of the interest taken in what we believe to be our legitimate grievances, and we feel assured you have done the best for us.

From the conversation that took place yesterday afternoon between yourself, the Assistant General Manager of Railways, and our Chairman, we would gather no good purpose would be served in taking advantage of the opportunity afforded us to interview the Minister for Crown Lands and Public Works on the matter, and that should there be any additional points upon which we require information you prefer that they be committed to paper.

We therefore beg to respectfully direct attention to the fact that :—

- (a) No provision has been made for the Junior members of the salaried staffs whose emoluments are less than £120 per annum ;
- (b) Notwithstanding all that it is proposed to do, viz. :—to grant, wherever necessary, substantial permanent increases to our salaries to enable us to meet the increased cost of living which has for some time prevailed and appears likely to continue, the anomalies existing between the salaries of officers and the wages of

employees, to which special attention was called at the interview afforded us in January last, will not, apparently, be removed.

We have the honour to be,

Sir,

Your obedient Servants,

(Signed) { GEO. LEASK, Chairman.
FRED CONNOCK.
Delegates { T. A. MUNDY.
W. H. WRIGHT.
A. R. JAMES.

The General Manager of Railways,
Cape Town.

(Copy).

Commissioner's Office,
Cape Town,

13th June, 1903

Early.

The General Manager of Railways,
Cape Town.

I have seen the Prime Minister about giving an increased increment to Juniors receiving under £120 in the Railway Service. He asks me to submit the actual proposal definitely in writing so that other branches of the Service can be communicated with, especially the Post Office.

Please submit a Minute of what you and Mr. Robb recommend and also what the total amount would come to per annum for the Railway Service.

ARTHUR DOUGLASS (dictated)

(Signed) per G.H.

Commissioner.

(Copy.)

General Manager's Office,
Cape Town, June 15th, 1903.

S.21551/219.

PROPOSED INCREASE TO THE SALARIED STAFF.

Early.

The Commissioner,

With reference to your minute of the 13th instant, in regard to the emoluments of juniors receiving under £120 per annum, I have to state that about 100 in this Department will be affected by the proposal, and I confirm my verbal recommendation that the scale for all clerks in receipt of less than £120 per annum be increased from £12 to £15.

By order,

(Signed) A. ROBB,
for General Manager,

(Copy.)

Commissioner's Office,
Cape Town,
19th June, 1903.

General Manager of Railways,
Cape Town.

With reference to your Minute, S.21551/219 of the 15th inst., I apprehend that the total cost of increasing the annual increment scale from £12 to £15 to those drawing under £120 per annum, will not entail more than £300 per annum and that there is sufficient provision on the Estimates to cover this very slight increase. Under these circumstances I authorise the increase in accordance with your recommendation.

I should be obliged if you would inform the Deputation that met me in accordance with this decision.

(Signed) ARTHUR DOUGLASS,
Commissioner.

(Copy.)

24th June, 1903.

S.21551/900.

AUGMENTATION OF ANNUAL INCREMENT SCALE TO
SALARIED STAFF IN RECEIPT OF LESS THAN £120.

Sir,

With reference to the question concerning which your Deputation interviewed the Commissioner on the 13th instant, I have the honour to state that it has been decided that the annual increment scale for Junior Clerks shall be raised from £12 to £15, such augmentation to operate from the 1st July next.

I have the honour to be,
Sir,

Your obedient Servant,

(Signed) A. ROBB,
for General Manager.

G. Leask, Esq.,
Engineering Department,
East London.

[B.]

Chief Traffic Manager's Office,
Cape Town,
August 4th, 1903.

Sir,

In terms of your verbal request I beg to enclose herewith the scale of increases provided on the Estimates for the current financial year for the salaried staff, viz. :—

Officers in receipt of from—

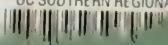
£72 to £119 per annum—£15 scale.	
£120 to £179	„ —£15 scale and £10 special—Total £25.
£180 to £339	„ —£20 scale and £20 special—Total £40.
£340 to £450	„ —£25 scale and £25 special—Total £50.

I have the honour to be, Sir,
Your obedient Servant,

G. C. S. CLARK,
Chief Traffic Manager.

The Honourable the Chairman,
Select Committee on Railway Salaries,
Legislative Council, Cape Town.

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